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**ABSTRACT**

Employment trends within 45 selected Federal agencies are surveyed in detail in an attempt to compare the utilization of minorities and women within the Federal Government. In addition the data are described as providing a benchmark for assessing the Federal Government's commitment to affirmative recruitment. Overall findings are the following: (1) Minorities and women suffered disproportionately from the Reagan Administration's reductions-in-force; (2) Agencies which reported participation rates for minorities and women equal to or higher than the Federal government-wide averages and reported progress for these groups in 1983, tended to reflect greater distribution of minorities and women in the mid-level bridge positions and/or upper grades as well; (3) Despite affirmative action goals and legislative mandates, minority status in the Federal workforce in 1983 had improved little over 1979--minorities continued to be clustered in the low salary grades; and (4) While women constituted nearly half of the total Federal Government Service (GS) workforce, they continued to be concentrated in the lower salary grades. They made limited progress in gaining employment at the mid or upper salary levels, but there was no significant advancement in their representation in the highest paying jobs. In the light of these findings and the prospect of a continued decline in the Federal workforce, it is concluded that a stronger commitment to affirmative action principles is called for. (RDN)

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THE STATE OF AFFIRMATIVE ACTION  
IN THE FEDERAL GOVERNMENT: STAFF  
REPORT ANALYZING 1980 AND 1983  
EMPLOYMENT PROFILES

PREPARED BY THE  
SUBCOMMITTEE ON EMPLOYMENT OPPORTUNITIES  
OF THE  
COMMITTEE ON EDUCATION AND LABOR  
UNITED STATES  
HOUSE OF REPRESENTATIVES



AUGUST 1984

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## INTRODUCTION

"It has long been the policy of the United States Government to provide equal opportunity in Federal employment on the basis of merit and fitness and without discrimination because of race, color, religion, sex, national origin, handicap or age."<sup>1</sup>

Title VII of the Civil Rights Act of 1964 adopted a basic anti-discrimination policy to protect private sector employees. In 1972, the Equal Employment Opportunity Act was passed by Congress, adding Section 717 to Title VII to extend the antidiscrimination coverage to federal employees (42 U.S.C. 2000e-16). Congress reaffirmed this public policy by adopting the Civil Service Reform Act of 1978 (Public Law 95-454). Section 310 of that Act, often referred to as the Garcia Amendment or the Federal Equal Opportunity Recruitment Program (FEORP), mandates Federal agency affirmative recruitment of underrepresented minorities and women. Agencies are required to undertake such recruitment whenever underrepresentation is found in specific occupations or grade levels. Increased representation of minorities and women in applicant pools eventually will result in more representative hiring, producing a Federal workforce reflective of the country's diverse population.

Federal civilian employment reached a peak of 3.4 million individuals during World War II. Since 1967, the number has fluctuated at around 2.8 million workers. The 1983 survey of selected Federal agencies reflected 23 percent minority participation and 47 percent female utilization, compared to the national civilian labor force participation rates of 13 percent and 43 percent respectively. Clearly, the representation of minorities and women in the sample Federal workforce exceeded their representation in the civilian labor force.

The Subcommittee on Employment Opportunities, which has jurisdiction over matters relating to equal employment opportunity and affirmative action, has documented in two previous staff reports that government-wide statistics showed a concentration of minorities and women in the lower salary grade ranges. Minorities have made limited progress, vis-a-vis gaining employment with the Federal Government at all grade levels. However, this progress has been slight, and has not significantly changed the distribution of minorities in the Federal workforce. In addition, the representation of women in the upper and lower grade ranges did not mirror their representation in the workforce as a whole.<sup>2</sup>

<sup>1</sup> Executive Order 11478 signed August 8, 1969.

<sup>2</sup> Staff Report Comparing Figures for Minority and Female Employment in the Federal Government, 1975 and 1977, and in Forty-Four Selected Agencies (May 1978); and Comparison of Employment Trends for Women and Minorities in Forty-Five Selected Federal Agencies (July 1980).

This current report, prepared by the staff of the Subcommittee on Employment Opportunities, surveys employment trends within 45 selected Federal agencies in an attempt to compare the utilization of minorities and women within the Federal Government. In addition, the data will provide a convenient benchmark for assessing the Federal Government's commitment to Section 310 of the Civil Service Reform Act of 1978, which mandates affirmative recruitment of under-represented minorities and women. Responsibility for development of the regulations and enforcement of Section 310 provisions is jointly shared by the Office of Personnel Management and the Equal Employment Opportunity Commission.

As one of the largest employers in the United States and the one charged with enforcing the body of civil rights laws, the Federal Government professes to be an equal employment opportunity (EEO) employer. This policy of nondiscrimination has had bipartisan support over the years, and agency heads have been directed to adopt measures to make this policy a reality. This staff report measures the Federal Government's progress toward reaching that goal.

#### **GENERAL FINDINGS**

After the Reagan Administration took office, the Federal workforce declined in 1981 and 1982. Federal employment rose by 1 percent from 1982-1983. This was the first increase since 1980, slightly exceeding the total when President Reagan took office despite Administration pronouncements to reduce government employment. The largest employment increases occurred in agencies dealing with national defense and international relations.<sup>2</sup>

In an attempt to cut the rate of growth of the Federal workforce, the Administration has instituted reductions-in-force (RIFs) affecting thousands of government workers through downgrades, lateral reassessments, or forced retirements or separations. A 1983 survey indicated that RIFs had an impact on 6,170 federal employees. Minorities and women suffered disproportionately from these RIFs. Of those workers, 2,214 or 35.9 percent were women and 2,386 or 38.7 percent were minorities.<sup>3</sup>

Agencies which reported participation rates for minorities and women equal to or higher than the Federal government-wide averages and reported progress for these groups in 1983, tend to reflect greater distribution of minorities and women in the mid-level bridge positions and/or upper grades as well. The Federal agencies which offered better employment and advancement opportunities for women and minorities included:

#### **ACTION:**

Commission on Civil Rights;

• Department of Education;

Department of Health & Human Services;

Department of Housing & Urban Development;

\* Of the 45 selected Federal agencies surveyed, 13 agencies reported increases in total GS employment; 7 (or 54%) out of the 13 agencies reporting an increased workforce had missions relating to national defense or international relations.

<sup>2</sup> Report on Fiscal 1983 Reduction in Force by the Federal Government Service Task Force (February 1984).

**Equal Employment Opportunity Commission;**  
**Federal Labor Relations Authority;**  
**Merit Systems Protection Board;**  
**National Science Foundation; and**  
**U.S. Information Agency**

Other agencies with employment increases but showed no significant progress for minorities and/or women; others with cutbacks in their workforce, with corresponding cutbacks in the representation of minorities and/or women; or those which continue to reflect a poor affirmative action record included:

**Defense Logistics Agency;**  
**Department of Agriculture;**  
**Department of the Air Force;**  
**Department of the Army;**  
**Department of Commerce;**  
**Department of Energy;**  
**Department of Interior;**  
**Department of the Navy;**  
**Department of Transportation; and**  
**Nuclear Regulatory Commission**

### **Minorities**

Based upon the agencies surveyed, there has been very slow progress for minorities at all grade levels in Federal employment since 1980. With a few exceptions, the traditional concentration of minorities in the low-level, low-status occupations and the underutilization of minorities in the upper-level, higher-paying positions persisted throughout most of the Federal workforce during the period 1980-1983.

Compared to the 1979 data on the Federal agencies surveyed, the gains for minorities have been minimal at the mid to upper grades—from 14 percent to 17 percent in grades 9-12; from 9 percent to 10 percent in grades 13-15; and there was no change from 1979 to 1983 in grades 16-18, where the percentage of minorities remained at 5 percent.

Generally, the proportion of minorities is inverse to the level of rank: the higher the rank, the smaller the proportion of minorities and vice versa. Despite affirmative action goals and legislative mandates, the minority status in the Federal workforce in 1983 is little improved over 1979.

### **Women**

While women constituted nearly half of the total Federal GS workforce, they continued to be clustered in the lower salary grades, with women representing nearly 75 percent of all employees in grades 1-8. Overall, limited progress in gaining employment at the mid to upper salary levels was made by women—from 25 percent in 1980 to 28 percent in 1983 for grades 9-12; and from 8 percent to 10 percent for grades 13-15. There was no significant advancement for women in the highest paying jobs.

Twenty of the 45 agencies surveyed reported having more females than males in their employment in 1983. These agencies generally succeeded in hiring and advancing females in the mid-professional ranks

(GS 9-12), as well as improving their status in the upper-paying positions.

Overall, data from the individual agencies generally reflected the upward gains for females in the mid-level positions (GS 9-12), but continued to show the inequities in the upper, and thus higher-paying, jobs which are still primarily the realm of white males.

#### SPECIFIC AGENCY FINDINGS

##### *ACTION*

Like most Federal agencies, ACTION suffered a reduction in its total workforce from 1980 to 1983. Specifically, its GS workforce was cut 59 percent during those years, due to a reduction-in-force and the subsequent separation of the Peace Corps from the Agency. Despite the ensuing dislocation caused by the RIF and the apparent difficulties encountered in restructuring the reduced workforce, the agency maintained its commitment to equal employment opportunity. The employment and promotional opportunities for minorities and women far exceed those in the Federal government as a whole, and particularly in the mid-to-upper grade levels.

For those employees affected by the RIF, the agency established a system early in 1983 wherein minorities and women were given an opportunity to register with the Federal Equal Opportunity Recruitment Program (FEORP) operated by the Department of the Navy. This approach to RIFs is a creative and worthwhile alternative which other Federal agencies should emulate. While jobs are shrinking in certain Federal agencies, employment and promotional opportunities should be explored in other expanding governmental agencies.

##### *Civil Aeronautics Board*

The Civil Aeronautics Board (CAB) has been under an unusual employment situation for the last several years. Under the Airline Deregulation Act of 1978, the CAB has gradually been reducing its regulatory role. Certain functions will be transferred to other Federal agencies at the end of 1984.

The agency has been under a continuing hiring freeze since 1981. Between the years 1980 and 1983, CAB experienced a 39 percent reduction in its GS workforce. The greatest losses were at the lower grade levels—GS-1 through GS-8. Since minorities constituted 54 percent and women represented 86 percent of the total employees in those typically lower-paying occupations at CAB in 1980, these groups suffered disproportionately from these losses. Likewise, the severe cutbacks curtailed implementation of an upward mobility program.

Although the agency reported some progress in the advancement of minorities and women in the mid-level positions (GS 9-12), affirmative action efforts have been severely limited in the upper grades. In fact, at the GS 16-18 professional positions, there were no women in 1980—in 1983, those positions were still 100 percent male-dominated.

##### *Commission on Civil Rights*

The role of the Commission on Civil Rights is to encourage constructive steps toward equal opportunity for minority groups and women. The Commission's own workforce clearly reflects this commitment to EEO principles.

Despite a 25 percent reduction in its GS workforce from 1980 to 1983, the Commission established numerical goals to address the underrepresentation of minorities and women at specific grade levels, particularly at the upper grade levels. Nearly half of the employees in the GS 13-15 grades were either minorities or females. In the senior executive levels in 1983, 33 percent were minorities and 50 percent were females.

As demonstrated by this agency, affirmative action goals can be achieved if the institution develops reasonable goals and timetables and strives to achieve those goals within a reasonable period of time.

#### *Defense Logistics Agency*

This agency's GS workforce increased 3.7 percent from 1980 to 1983. Despite this increase, examination of the distribution of minorities and females employed therein revealed the fact that these groups still disproportionately concentrated in grades GS-8 and below. The agency reported a 25 percent increase in upward mobility trainees from 1980 to 1983. The upward mobility program has resulted in some progress for these target groups in the mid-levels, GS 9-12. However, the opportunities for minorities and women in the upper grades were not as promising. Their participation rates in grades GS 13 and above were limited - for example, only one minority and one female held a position out of the 22 available slots in 1983 at the senior executive levels. There is room for improvement of the underrepresentation of these groups within this agency, particularly since the Federal government is investing more resources in defense-related activities.

#### *Department of Agriculture*

In an agency responsible for overseeing programs related to the food supply of our nation, with a GS workforce of approximately 89,000 employees and with a 20 percent increase in its workforce from 1980-1983, the Department of Agriculture's employment profile showed predominantly non-minorities and males. Of the 11,653 minorities employed in 1983, 57 percent were concentrated in the lower levels - GS 8 and below. The higher the pay and the higher the grades, their numbers decreased dramatically. For females, who occupied nearly one out of every three jobs at the Department in 1983, they held only 4 percent of the SES positions; 6.8 percent of the upper management jobs (GS 13-18); 13.9 percent of the mid-level positions; and 57 percent of the lowest jobs.

The Department of Agriculture submitted an affirmative action program for minorities and women for FY 1982-1986, as required by the EEOC. Department officials were reluctant at first to implement its affirmative action plan.<sup>2</sup> However, according to officials of the EEOC, the Department has been more cooperative recently with the EEOC in submitting yearly reports updating its affirmative action plan as mandated by Management Directive 707(a).

Compared to the 1977 employment profiles, the Department of Agriculture has made no significant improvement in increasing the representation of minorities and women in the professional ranks and, in

<sup>2</sup> Testimony of Clarence Thomas, Chairman of the U.S. Equal Employment Opportunity Commission before the Subcommittee on Civil Service, Committee on Post Office & Civil Service, U.S. House of Representatives (March 10, 1983).

fact, their participation rates in 1983 were far below the government-wide averages.

#### *Department of the Air Force*

A survey of Federal employees during the period 1975-1977 revealed a pattern of severe underutilization of minorities and women in the agencies affiliated with the Armed Services. Nearly a decade later, the pattern of underutilization of these groups remained the same. In 1983, 66 percent of all minorities employed by the Air Force Department were concentrated in the lower-paying grades and 80 percent of all females employed occupied the lowest positions. There were no minorities and no females in the GS 16-18 levels for either 1980 or 1983.

The agency reported an upward mobility program geared to mainstream lower grade employees in dead-end positions into other positions offering better opportunities. It will take years to realize the results of this and similar affirmative action efforts. In addition to this program, there have to be serious and consistent efforts by the agency to continue to hire and promote qualified minorities and women in order to reverse the disproportionate underutilization of these groups.

#### *Department of the Army*

With a large civilian GS workforce of over 241,000 persons and an increase of 31,888 employees from 1980-1983, the Army Department did not offer any significant upward movement or participation in the uppergrade levels for minorities and women. Although the agency maintained a steady growth rate in the employment and advancement of these underutilized groups during these years, the participation rates of these groups generally were far below the government-wide labor force participation rates and continue to reflect severe underrepresentation in the upper grades. Of the 36,202 minorities employed in 1983, only 3 percent were graded GS-13 or above. Although females comprised about half the agency's workforce in 1983, they constitute only 6 percent of the upper level employees but fill 72 percent of the lowest paying positions within the agency. There has been some progress for these underrepresented groups in the GS 9-12 mid-levels during this three-year period (for minorities, an increase from 12 percent to 14 percent for women, from 22 percent to 26 percent). However, these rates were lower than the government-wide participation rates for minorities and women in these mid-level jobs.

#### *Department of Commerce*

This agency's GS employment profiles for the years 1980 and 1983 displayed limited progress for minorities and women and, in fact, revealed an actual decrease in the employment of females by the agency. There was no improvement for minorities in the GS 13-15 grades, no minorities were reported in the GS 16-18 grades in 1983, and 95 percent of the SES employees in 1983 were non-minorities. In addition, minority employment decreased in the SES levels. Nearly 70 percent of all females were lower-grade employees, with only 10 percent in the upper grade positions (GS-13 and above).

Improved recruitment efforts, as well as training programs such as upward mobility and professional career training opportunities, will

help reverse the underutilization of minorities and women in the agency's professional ranks.

#### *Department of Education*

The total GS workforce for this agency decreased by approximately 15 percent during this survey period due to reorganization, reductions-in-force and hiring freezes. However, this was one of the few agencies where females continued to outnumber males in total employment (55 percent vs. 45 percent respectively) and in the GS 9-12 grades (55 percent vs. 45 percent respectively). The agency reported several training and employee enhancement programs. The result of these programs can be seen in the good to excellent participation rates for minorities and women in the GS 9-12, GS 13-15 and SES levels within the agency, compared to government-wide averages for these higher-paying positions. However, although this progress is exemplary compared to most of the other agencies surveyed, it should be noted that the actual numbers of minorities and women in the SES grades decreased from 1980 to 1983.

#### *Department of Energy*

Over the three-year survey period, the agency's workforce decreased by 3,041 employees or 17 percent. Underutilization still prevailed within the agency despite some efforts toward upward mobility for target groups. In the career-ladder, higher paying professional positions (GS-9 and above), only 11 percent were minorities and only 19 percent were females in 1983, far below their representation in the federal workforce. In the senior executive levels, about 95 percent were non-minorities and about 95 percent were males. No special efforts were undertaken to correct the severe underrepresentation, particularly in the upper grades.

#### *Department of Health & Human Services*

The Department lost 10,000 employees between 1979 and 1983 due to reduced levels of hiring and the closings of some public hospitals and clinics. Despite these losses, the agency maintained modest increases in the participation rates for minorities and women over the last few years. With a total GS employment of over 121,000 individuals, about 65 percent were females and 35 percent were minorities. In this agency where females outnumbered males by about 3 to 1, the majority of female employees were still relegated to the lower-paying ranks. However, females outnumbered males in the mid-professional positions (65 percent vs. 35 percent respectively). Minorities did not fare as well as women in overall gains within the agency. In the senior executive levels, the agency reported good participation rates for minorities (25 percent) and females (43 percent) due to the fact that the agency was committed to an SES candidate development program with special emphasis in selecting qualified minorities and women for participation in the program.

#### *Department of Housing & Urban Development*

Many Department of Housing and Urban Development programs impact on minorities and women. The Department's workforce reflected a higher percentage of minorities and women than the U.S. government-wide totals. Although the total GS employment has de-

clined by over 3,300 positions during the 3-year survey period, the actual percentage of minority employees has increased by approximately 3 percent and the percentage of female employees has remained virtually unchanged, at approximately 50 percent of the total workforce.

It should be noted that this agency has made some progress in the utilization of minorities and women in the mid-level positions (GS 9-12), with their representation in these grades exceeding the government-wide averages. The participation rates for minorities in the upper grades (GS 13 and above) exceeded the government-wide percentages for these grades as well.

#### *Department of Interior*

This agency lost 7,737 or 14 percent of the GS employees from 1980 to 1983. It is significant to point out that the percentage of minority employees decreased from 26 percent in 1980 to 21 percent in 1983. Likewise, there was a significant decrease in the percentage of minorities at every grade level groupings throughout the agency over this period of time.

Women fared no better than minorities. Although women represented about 40 percent of all employees, 78 percent of all women still occupied the lower-paying positions (GS 1-8) and they continue to be severely underrepresented in the upper grades—only 2 out of 56 employees in grades 16-18 and only 13 out of 258 employees in the SES were females in 1983.

#### *Department of Justice*

This agency, which is responsible for upholding our nation's laws on justice and equality, has not demonstrated a strong commitment to affirmative action for minorities and women.\* Absent this commitment, the underutilization of minorities and women at the professional and higher-paying ranks within the Department continued to exist. In fact, approximately 80 percent of all employees in grades GS-9 and above were either non-minorities or males. Conversely, the lower the grades, the higher the likelihood of employees being minorities or females.

Although some gains were made by minorities and women at grades 9-12, 13-15 and 16-18 since 1977, the utilization of females at grades 9-12 for 1983 (20.9 percent) and the minority representation at grades 16-18 (4.6 percent) were below the government-wide rates of 28.1 percent and 5.6 percent, respectively.

#### *Department of Labor*

The Department of Labor fosters, promotes and develops policies relating to the welfare of wage earners in the United States, and

\* In fact, during testimony before the Subcommittee on Civil Service, Committee on Post Office and Civil Service, U.S. House of Representatives (March 10, 1983), EEOC Chairman Clarence Thomas indicated that the Department of Justice was one of six agencies, out of a total of 115 federal agencies required to submit multi-year affirmative action programs for FY 1982 to FY 1986, which did not comply. Management Directive 707(a), implementing Section 717 of Title VII of the Civil Rights Act of 1964, as amended, requires the submission of these reports to the Equal Employment Opportunity Commission, the lead civil rights agency. EEOC continues to report that the Justice Department is still not in compliance with Section 717 requirements.

According to testimony by EEOC Chairman Clarence Thomas before the Subcommittee on Government Activities & Transportation, Committee on Government Operations, U.S. House of Representatives (July 26, 1984), two other agencies (i.e., the National Endowment for the Humanities, and the Federal Trade Commission) have joined the Justice Department in refusing to make determinations of underrepresentation by race and sex, to set hiring goals, and to report these goals to the EEOC.

works to improve their working conditions and to advance their opportunities in employment. The Department's Office of Federal Contract Compliance Programs ensures nondiscrimination by Federal contractors.

From 1980 to 1983, the Department suffered a reduction-in-force of approximately 3,708 employees or 20 percent. These massive cutbacks have resulted in job losses for 952 minorities and 1,785 women—i.e., 74 percent of the employees affected by the RIF were either minority or female employees.

The agency reported an administrative, clerical and technical employee development program with about 2,000 employees participating in 1983. Despite this training program and the few positions committed to upward mobility slots in 1983, approximately 80 percent of all employees in the lower levels were females and 46 percent were minorities. No significant improvement for these groups was reported for grades 9-12 and 13-15. Generally, minorities and females were underrepresented in the higher-paying positions. Only 3.5 percent of the GS 16-18 employees were minorities, and only 7 percent were females. In the SES levels, there was a 7 percent drop in the participation rate for minorities from 1980 to 1983.

#### *Department of the Navy*

This agency had a 10 percent increase in its civilian employment over the three-year period. Approximately 40 percent of the agency's GS employees were female and 20 percent minorities. Although there were some gains for these underrepresented groups in the mid-levels, GS 9-12 (from 10 percent to 14 percent for minorities, and from 16 to 20 percent for women), their representation in these grades fell below the government-wide rates. In addition, minorities and women continue to be severely underutilized in the upper ranks—93 percent non-minority and 94 percent male employees. Comparing the 1977 date to the 1983 data respectively: minority representation for grades 13-15 (4.5 percent vs. 7.0 percent) and for grades 16 and above (2.3 percent vs. 4.0 percent); and women's participation in grades 13-15 (3.0 percent vs. 5.5 percent) and for grades 16 and above (1.3 percent vs. 1.7 percent)—it was clear that minimal progress was made in improving the employment and advancement opportunities for these target groups despite increases in total employment reported by the agency.

#### *Department of State*

The majority of State Department employees was not reflected in this survey as they are part of the Foreign Service rather than the GS system. The civil service branch at the State Department generally provide support functions for the agency. This branch is staffed predominantly by females—65 percent. This compares with the Foreign Service, usually considered the more prestigious branch, which is staffed overwhelmingly by males. In general, the higher the GS grades, the smaller the proportion of women and vice versa. However, it should be noted that although women's participation in grades 9 and above exceeded the government-wide averages, their representation in grades 16 and above has declined from 1980 to 1983.

Minorities constitute 38 percent of the GS workforce. Although their participation rates in the mid-levels were excellent as well (34

percent vs. 17 percent government-wide), minorities represented only 10 percent of the upper-grade employees.

#### *Department of Transportation*

At this agency, women made up about 20 percent of the workforce and minorities constituted about 15 percent of the workforce in 1983. The pattern of underutilization of these groups in the higher grades, and thus higher-paying positions, persisted within this agency responsible for our nation's overall transportation policies. About 91 percent of the employees in the upper levels (GS-13 and above) were non-minorities and 95 percent were males.

The Secretary of Transportation has initiated a management development training program to improve the advancement opportunities for women within the agency. Other internal training programs for minorities and women, as well as outreach and recruitment efforts, are needed to rectify the continued underrepresentation of these groups.

#### *Department of Treasury*

The agency responsible for our nation's fiscal policies had a workforce in 1983 representing about 50 percent females and 25 percent minorities, although these groups were underutilized in the professional ranks. For example, in the GS 13-15 category, only 8 percent were minorities and only 10 percent were females.

The various bureaus of the Department were required to establish goals and timetables for the hiring of minorities and women. Career development training programs for women were also made available. In the GS 9-12 grade levels where the results of these efforts would have made the most significant immediate impact, the participation of minorities increased from 15 percent in 1980 to nearly 20 percent in 1983; for women, their gains increased from 26 percent in 1980 to 33 percent in 1983. These compare with 11 percent participation rate for minorities and 20 percent participation rate for women in these bridge positions in 1977.

#### *Environmental Protection Agency*

This agency experienced an 18 percent decline in its workforce from 1980 to 1983. The underutilization of minorities and women persisted throughout the higher grades— for example, only 8 percent were minorities and only 17 percent were women in grades 13-15, and only 3 percent of SES employees in 1983 were minorities. Upward mobility programs, intern programs, and cooperative education programs were under review as the agency began to seek long-range plans to improve the employment and advancement opportunities for these target groups.

#### *Equal Employment Opportunity Commission*

This was one of the few Federal agencies surveyed where minorities outnumbered non-minorities (65 percent vs. 35 percent) and women outnumbered men (57 percent vs. 43 percent). This was also one of the few institutions where these traditionally underrepresented groups had excellent employment opportunities in the mid to upper ranks. For example, in the GS 9-12 mid levels, 54 percent were females and 68 percent were minorities; in the GS 13-15 levels, 38 percent were

females and 53 percent were minorities; in the SES levels, 33 percent were females and 62 percent were minorities.

Although government-wide or agency-imposed hiring freezes created few opportunities for outside recruitment or hiring, the EEOC looked internally to enhance maximum opportunities for employee advancement.

#### *Federal Deposit Insurance Corporation*

Generally, the employment and advancement of minorities and women at this agency was far below the average government-wide, and their overall status was virtually unchanged from 1980 to 1983. In the upper grades (GS-13 and above), only 4.5 percent were minorities and 8.6 percent were women in 1983, compared to 1.9 percent minorities and 3.8 percent women in 1977. Very little progress was made in the advancement of these groups in the mid levels, GS 9-12. A more vigorous affirmative action effort must be taken by this agency in order to improve this situation.

#### *Federal Home Loan Bank Board*

With a stable workforce from 1980 to 1983, about 20 percent of the agency's workforce surveyed were minorities and 40 percent females. The majority of these groups were clustered in the lower grades and were severely underrepresented in the upper grades. In fact, no minorities were reported for 1980 and 1983 in grades GS 16-18 and in the SES for 1983. Similarly, there were no females in grades GS 16-18 for both 1980 and 1983, and their participation rates for the senior executive service declined from 12 percent in 1980 to 7 percent in 1983.

This agency reported no exemplary training programs or recruitment efforts to improve the status of minorities and women within its employ.

#### *Federal Labor Relations Authority*

This is a relatively small agency, compared to the others surveyed, which showed considerable progress for minorities and women. Its workforce was comprised in 1983 of more females than males. Likewise, females held more than the majority of the jobs in the mid levels, GS 9-12 (69 percent vs. 31 percent males), and were well represented in the GS 13-15 grades (33.8 percent).

For minorities within the agency, the most significant progress has been in the mid-professions (GS 9-12)—their percentage nearly doubled from 18 percent in 1980 to 33 percent in 1983.

#### *Federal Trade Commission*

Half of the FTC's workforce were females in 1983, yet 68 percent of the professional positions (GS-9 and above) were held by males. The agency reported that approximately half of all training opportunities went to female employees. Females outnumbered males in the mid-levels in 1983 compared to 1980. Also, females had good participation rates in the GS 13-15 grades (20 percent in 1983), and their numbers tripled from 1980 to 1983 in the SES levels.

#### *General Accounting Office*

There has been little change in the overall status of minorities and women in this agency over the 3-year period, with minorities still

holding 57 percent of the lower-paying jobs and women 89 percent of those jobs. Some gains were reported for these groups in the mid-level professions, more particularly for females than minorities. However, the upper management grades were still the domain of non-minorities and males at this agency. The agency reported no significant efforts to improve the status of these groups at these levels.

#### *General Services Administration*

This agency was staffed by about 65 percent non-minorities and 34 percent males in 1983, with more than the majority of the total females and minorities occupying the lowest grades. Women and minorities have made some gains in the mid-professions (GS 9-12), but continue to be severely underutilized in the upper level positions. No females were employed in the GS 16-18 ranks in 1983, a decline from 11 percent in 1980. There was no improvement for minorities in grades GS 16-18 from 1980 to 1983, and their numbers actually declined in 1983 for the senior executive levels. Overall, there was very little progress for minorities and women, and in some instances, their status has actually deteriorated.

#### *Government Printing Office*

In an agency with about half minorities and half females, 76 percent of the jobs in the professional levels (GS 9 and above) were held by males and 74 percent by non-minorities in 1983. In the highest grades (GS 13 and above), 94 percent were males and 84 percent were non-minorities. The agency did not report any special efforts to improve the employment or advancement of minorities and women, particularly in the professional ranks.

#### *Interstate Commerce Commission*

In 1983, about 70 percent of the agency's workforce were concentrated in the lower levels and there were no minorities in the GS 16-18 levels for either 1980 or 1983. The employment profiles for female employees reflected 61 percent concentration in the lower grades and 39 percent in the mid-to-higher-paying professionals levels. No females were reported in the GS 16-18 grades for 1983.

ICC officials reported that they created a separate EEO office in 1982 and that they revised their upward mobility program in 1983. However, these steps have not yet had a significant impact on improving the status of women and minorities in the career-ladder, higher-paying positions within the agency.

#### *Merit Systems Protection Board*

Females outnumbered by 61 percent to 39 percent at this agency in 1983, and their participation rates in the higher grades were worth noting. At the GS 9-12 levels, 78 percent were females compared to 22 percent males—an almost 5 to 1 ratio. More than 35 percent of the GS 13-15 employees were females and more than 20 percent of the SES employees were females.

For minorities, their participation rate in the mid-level positions was equal to their overall employment rate—about 38 percent—and their representation in grades 13-15 was good. In the SES levels, their members increased from 0 percent in 1980 to 23 percent in 1983.

MSPB experienced a 15 percent increase in its GS workforce from

1980 to 1983, and the participation rates for minorities and women in grades 9-12 and 13-15 were significant as well.

#### *National Labor Relations Board*

This agency was staffed in 1983 by about 53 percent females and 28 percent minorities. Both minorities and females were fairly well represented in grades 9-12 and 13-15 (above the government-wide averages), but were outnumbered by males 95 percent to 5 percent in the super grades (GS 16 and above), and in particular, their numbers have decreased over the 3-year period in these grades. The higher the ranks, however, the smaller the proportion of minorities and women.

#### *National Science Foundation*

The record indicates continuing affirmative action progress, particularly for women who constituted more than half of the agency's workforce. About 78 percent of GS 9-12 employees at NSF were females in 1983, compared to 28 percent government-wide in these grades. For minorities their representation in the middle grades (GS 9-12) exceeded their overall employment rate of 28 percent. Minority participation in grades 13-15 increased from 6 percent in 1977 to 10 percent in 1983. However, despite these gains, improvement is needed in the highest grades where 98 percent of all employees in the SES were non-minorities and 93 percent were males.

#### *Nuclear Regulatory Commission*

The NRC licenses and regulates the uses of nuclear energy to protect the public health and safety and the environment. Despite the fact that the agency has had a 6.5 percent increase in GS employees over the 3-year period, the status of minorities and women has remained relatively unchanged except for some gains for women in the mid-level positions, GS 9-12. About 90 percent of the upper-level employees were non-minorities and 92 percent were males.

#### *Office of Management and Budget*

In 1983, this agency had a GS workforce of about half females and 23 percent minorities, similar to government-wide averages. However, almost all of the lowest-paying positions (GS 8 and below) were occupied by females. Their participation rate in the bridge positions (GS 9-12) declined from 1980 to 1983, although their overall representation in these grades was better than the national average for federal employment.

About 58 percent of minority employees held lower-paying jobs at OMB in 1983, and their utilization rates have declined for grades 9-12, and 13-15. The agency reported no efforts to improve the minority representation in the SES levels during this 3-year period. In light of the 1983 rate of 11 percent and 1977 rate of 11 percent for grades 13-15, as well as the fact that minority participation in grades 16 and above declined from 12.5 percent in 1977 to 5.7 percent in 1983, employment opportunities for minorities at OMB has actually deteriorated.

#### *Office of Personnel Management*

In the agency responsible for the oversight of the federal workforce, there has been a 15 percent decrease in overall employment, as well as

a decrease in minority employment during the years 1980-1983. Reflecting a general trend in the federal workforce, some progress was made for minorities in grades 9-12; however, no progress was made in grades 13-15 and the utilization of minorities declined in the SES levels.

Affirmative action for females, who constituted 60 percent of the workforce in 1983, was more encouraging than for minorities. Mid-level positions offered good opportunities for females (45 percent participation rates for grades 9-12). In grades 13-15, females constituted 24 percent in 1983 compared to 10 percent government-wide in 1983 and 17 percent in 1977. However, no progress was made for females in the senior grades where males still occupied 90 percent of the jobs.

#### *Pension Benefit Guaranty Corporation*

The agency's workforce was comprised of over 50 percent females and over 40 percent minorities in 1983, but the minority of these groups were clustered in grades GS-8 and below. Minority participation in the mid-level positions more than doubled from 1980 to 1983, and the utilization of females in those grades increased significantly from 37 percent to 47 percent respectively. In grades 13-15, 13 percent were minorities and 28 percent were females. The jobs in grades 16-18 for both 1980 and 1983 were monopolized 100 percent by males and 100 percent by non-minority employees.

#### *Postal Service*

Some gains were made by minorities and women from 1980 to 1983 in the mid-levels (grades 12-21). However, females continue to be severely underrepresented in the upper ranks (grades 22 and above). The Postal Service continues to be predominantly staffed by non-minorities and males.

#### *Railroad Retirement Board*

The Board administers benefit programs for the nation's railroad workers and their families. About 63 percent of the workforce were females in 1983. Of the total female employees, 64 percent held lower-paying jobs and 36 percent held jobs above the GS-9 level. The employment opportunities for females in the mid-levels (GS 9-12) were excellent - about half were females. However, only about one out of every five jobs in grades 13-15 were held by females, and there were no females at the senior executive levels for either 1980 or 1983.

Generally, gains were made by minorities throughout every grade level groupings within the agency.

#### *Securities and Exchange Commission*

About half the agency's workforce were females in 1983 and of those females, about 56 percent were concentrated in grades 1-8. Some progress was made in improving their utilization in grades 9-12 and 13-15. There were no females in grades 16-18. However, affirmative action for females in the SES levels has improved dramatically from 2 percent in 1980 to 15 percent in 1983.

Some progress can be seen for minorities in the mid-level positions (GS 9-12), but they were still severely underutilized in the upper

grades in 1983. In particular, about 98 percent of the SES employees are non-minorities and only 2 percent are minorities.

#### *Selective Service System*

From 1980 to 1983, this relatively small agency had an increase of 156 employees, representing a 165 percent increase in its workforce. In 1983, the agency was staffed by about 28.8 percent minorities and 71.6 percent females. Females had a relatively high participation rate in the mid-levels—58 percent vs. 42 percent males—and in grades 13-15 (30 percent in 1983 compared to zero percent in 1977). Progress was also made by minorities during 1980-1983, as well as noted improvements since the 1977 survey—from 9 percent to 25 percent for grades 9-12 and from 5 percent to 9 percent in grades 13-15. With an increased workforce, this agency reflected increased opportunities for both women and minorities.

#### *Small Business Administration*

The main purpose of SBA is to aid, counsel, assist, and protect the interest of small businesses, many of which are owned by minorities and women. The agency was staffed by about 28 percent minorities and 47 percent females in 1983—similar to averages government-wide. Modest improvements for minorities and women were evident in grades 9-12. Their utilization in grades 13-15 was not significantly changed. In the SES levels, there was a 7 percent decline in minority participation from 1980 to 1983.

#### *Smithsonian Institution*

The overall employment opportunities for minorities and women at this agency over the 3-year survey period has remained relatively stable. Females fared better than minorities in grades 9-12 and 13-15. In the super grades (GS 16-18), minorities made up about 10 percent and females 3 percent of all employees. Improvement for these under-represented groups is needed in the higher grade levels of the agency.

#### *U.S. Information Agency*

This agency, which increased its workforce by 22 percent from 1980 to 1983, has responsibility for the conduct of overseas information and cultural programs to promote greater understanding of the United States, its government, its people, its customs and traditions, and its policies, both foreign and domestic.

Females outnumbered males by 57 percent to 43 percent respectively, with females occupying about half of the GS 9-12 mid-level positions at this agency in 1983. Overall, minority representation exceeded the government-wide averages for grade groupings GS 9-12, GS 13-15, and GS 16-18. However, in the SES levels, there has been a decline for both minorities and women from 1980 to 1983.

#### *Veterans' Administration*

With a GS workforce of over 127,000 individuals in 1983, this agency administers a complex system of benefits for veterans and their dependents. Over half the workforce were females and about one in three were minorities. Twice as many females were likely to be employed in the mid-level professions as compared to minorities. The

agency invested \$7.1 million to train 820 employees in fiscal year 1983 in the upward mobility program.

The agency reported an executive development training program aimed at correcting the underutilization of minorities and women in the upper grades. However, this inequity continues to exist within this agency. In the GS 13-15 categories, only 9.8 percent were minorities and only 13.7 percent were females. In the senior grades (GS-16 and above), only 9 percent were minorities and only 4 percent were females in 1983. Compared to the 1977 survey, only negligible gains were made by both minorities and women, i.e., on the average, a 3.9 percent increase for minorities and a 2.4 percent increase for women were reported for the highest-paying jobs within this fairly large government agency.

#### CONCLUSIONS

The reductions-in-force in effect in the Federal Government during the period 1980-1983 had a negative impact on the employment and advancement opportunities for minorities and women. The overall gains for these traditionally underrepresented groups were severely limited and very little overall progress was reported—from 20 percent participation rate in 1979 to 23 percent in 1983 for minorities; and from 46 percent to 47 percent for females, respectively.

The agencies which reported utilizing realistic goals and timetables for recruiting and advancing qualified minorities and women, those agencies which operated upward mobility or management training programs for these target groups, and those agencies which were committed to equal employment opportunity proved more successful in implementing an affirmative action program than those which did not make any special efforts to address the problem of underutilization.

The easing of affirmative action requirements of employers by the current Administration has resulted in slowing down the commitment of hiring and promoting qualified minorities and women. Continuation of current policies which are detrimental to the affirmative action gains of minorities and women over the past two decades is viewed by these underrepresented groups as another signal that their employment opportunities, both in government as well as the private sector, are severely limited.

In light of the prospects for continued decline in the Federal workforce, limited external hiring opportunities, and decreasing budget and staff resources, failure to take affirmative, creative and realistic steps to improve the status of minorities and women in the Federal workforce will mean, as this current report indicates, continued slow progress in improving the employment and advancement opportunities for these traditionally underrepresented groups. A strong and serious commitment to affirmative action principles will bring us closer to the reality of having a workforce that reflects the diversity of our nation's population.

U.S. Government Totals on  
1980 EMPLOYMENT PROFILE

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	581	1644	184	488	39	133	4	27	23	59	280	687	331	467
GS-2	3239	10302	1104	3223	213	507	42	86	153	271	1514	4087	1725	6215
GS-3	16571	58120	5018	13168	1273	2687	202	622	654	2051	7127	10578	9644	59547
GS-4	33844	126292	8437	28563	2225	4910	466	1214	1560	3518	12490	38215	21344	66077
<b>SUBTOTAL</b>	<b>54235</b>	<b>196358</b>	<b>14745</b>	<b>45442</b>	<b>3750</b>	<b>8237</b>	<b>716</b>	<b>1949</b>	<b>2170</b>	<b>5889</b>	<b>21381</b>	<b>61517</b>	<b>32854</b>	<b>134841</b>
GS-5	49399	130252	10934	28200	3851	4422	651	1368	1001	2068	15637	30358	33761	9314
GS-6	21313	60495	4210	14211	1350	1837	264	652	434	671	6263	17371	15050	4514
GS-7	51786	66726	6299	13843	2964	2137	693	1000	745	711	10701	17691	41085	49035
GS-8	11724	12591	1589	3363	495	239	110	123	120	79	2314	3804	9410	8787
<b>SUBTOTAL</b>	<b>134222</b>	<b>270164</b>	<b>23032</b>	<b>59617</b>	<b>7860</b>	<b>8635</b>	<b>1718</b>	<b>3123</b>	<b>2305</b>	<b>3529</b>	<b>34915</b>	<b>74904</b>	<b>99307</b>	<b>195260</b>
GS-9	86746	48317	7051	8412	4253	1423	1099	889	1365	955	13768	11689	72977	36628
GS-10	15711	10587	935	1963	632	533	159	185	86	103	1812	2784	13889	7803
GS-11	105887	33185	6832	6189	3541	808	1716	566	1246	456	13235	8019	92552	25166
GS-12	132705	21637	6693	4127	3260	465	2080	322	990	215	13023	5129	119682	16508
<b>SUBTOTAL</b>	<b>341046</b>	<b>113726</b>	<b>21511</b>	<b>20691</b>	<b>11686</b>	<b>3229</b>	<b>5054</b>	<b>1962</b>	<b>3687</b>	<b>1759</b>	<b>41938</b>	<b>27621</b>	<b>299110</b>	<b>86105</b>
#GS-13	90406	10391	4123	1724	1689	222	1316	209	562	47	7690	2222	82716	8149
#GS-14	50956	3891	2104	511	734	60	574	60	301	21	3713	652	47243	3239
#GS-15	24065	1572	992	201	313	37	218	34	105	11	1628	283	22437	1289
<b>SUBTOTAL</b>	<b>165427</b>	<b>15854</b>	<b>7219</b>	<b>2436</b>	<b>2736</b>	<b>319</b>	<b>2106</b>	<b>303</b>	<b>968</b>	<b>99</b>	<b>13031</b>	<b>3157</b>	<b>152396</b>	<b>12697</b>
GS-16	495	30	8	1	3	0	5	1	1	0	17	2	476	28
GS-17	79	6	5	1	0	0	2	0	0	0	5	1	76	5
GS-18	64	3	2	1	0	0	1	0	0	0	3	1	61	2
<b>SUBTOTAL</b>	<b>636</b>	<b>59</b>	<b>13</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>8</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>25</b>	<b>~</b>	<b>611</b>	<b>35</b>
SES	5437	390	264	87	60	2	54	7	33	0	393	66	5044	524
<b>TOTAL</b>	<b>701005</b>	<b>596531</b>	<b>66786</b>	<b>128246</b>	<b>26095</b>	<b>20422</b>	<b>9638</b>	<b>7345</b>	<b>9164</b>	<b>11256</b>	<b>111683</b>	<b>167269</b>	<b>589322</b>	<b>429262</b>

\* for agencies with GM series, these values are added into the GS series

\*\* except Postal Service

U.S. Government Totals \*\*  
(1983 EMPLOYMENT PROFILE)

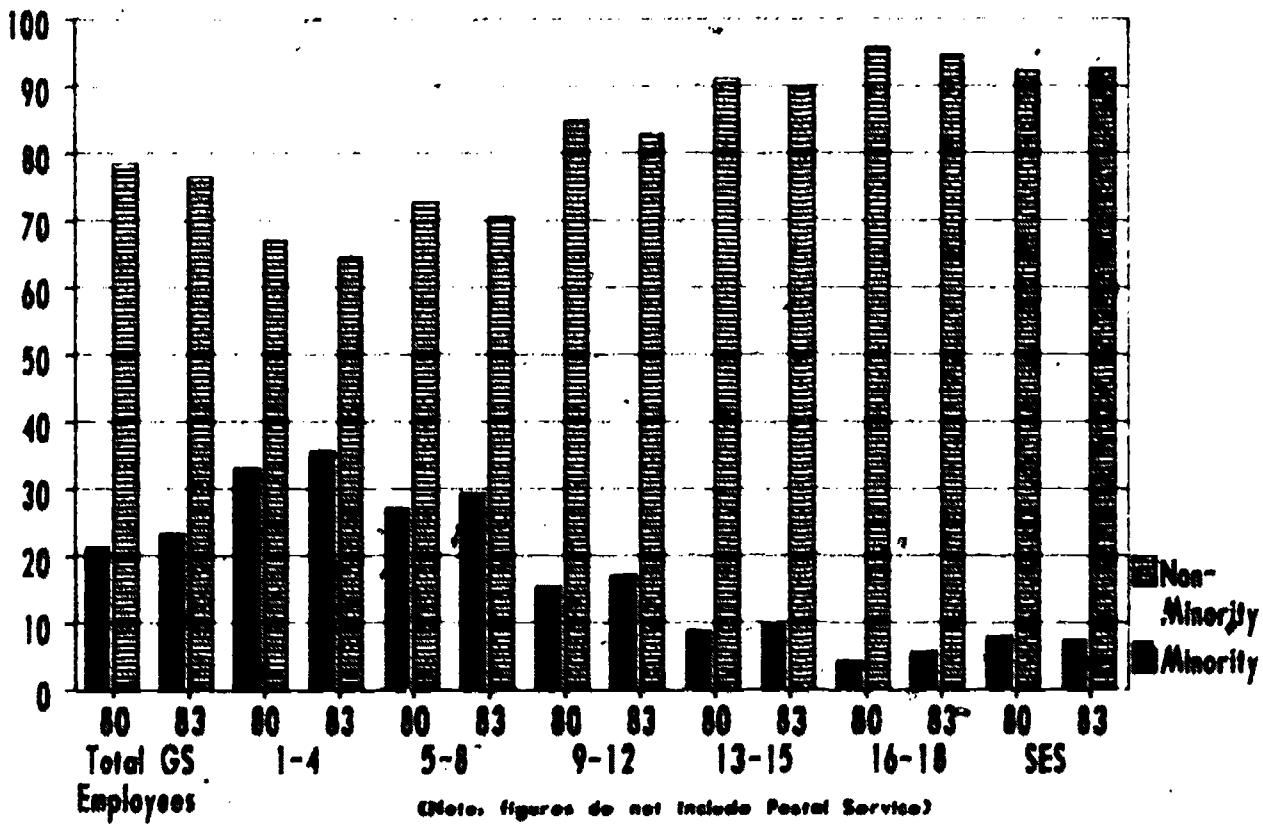
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	472	1632	139	478	39	109	10	24	10	23	198	634	274	998
GS-2	2609	6755	770	1860	165	368	94	180	60	206	1093	2594	1516	4161
GS-3	15421	53977	4700	13906	1187	3121	350	1222	369	1540	6606	19789	8815	34188
GS-4	33292	121415	8807	30151	2363	5689	778	2015	553	2619	12501	40474	20791	80941
SUBTOTAL	51794	185779	14428	44378	3754	9287	1232	3461	992	4388	20398	63491	31596	120288
GS-5	48745	134266	10971	38261	3111	8424	1258	2424	740	2568	16080	40679	32663	93687
GS-6	20827	63576	4371	15402	1360	2212	430	968	489	928	6650	19730	14177	43646
GS-7	50556	72822	6415	15764	3118	2758	1167	1296	835	876	11535	20694	38821	52128
GS-8	11300	14024	1573	1931	524	319	182	150	147	99	2426	4499	8874	9625
SUBTOTAL	131226	204488	23350	65578	8113	10693	3037	4860	2211	4471	36691	85602	94535	198086
GS-9	83729	53856	7570	9518	4750	1821	1805	1314	1021	798	15146	13451	68863	40407
GS-10	14599	11696	998	2358	685	678	164	189	103	94	1918	3309	12681	8387
GS-11	116148	42691	7496	7940	4555	1386	2751	997	1193	634	15995	10957	100153	31730
GS-12	135344	28675	7267	5493	3844	682	3473	558	1019	298	15603	7011	119761	21664
SUBTOTAL	349860	136928	23351	25309	13802	4567	8193	3038	3336	1814	48662	34726	301178	102192
HGS-13	84958	12623	4153	2190	1815	306	1778	309	463	67	8209	2872	76749	9751
HGS-14	45446	4513	2000	573	690	83	765	90	211	50	3664	776	41782	3757
HGS-15	22403	1703	850	188	386	39	255	54	91	4	1502	265	20901	1438
SUBTOTAL	152807	18839	7603	2951	2811	928	2796	435	765	101	13375	3913	159432	16926
GS-16	461	25	17	1	4	0	5	0	1	0	27	1	434	24
GS-17	62	5	2	1	1	0	0	0	0	0	3	1	59	4
GS-18	54	5	1	0	0	1	0	0	0	1	1	1	53	4
SUBTOTAL	577	35	20	2	5	1	5	0	1	0	31	3	546	32
SES	5545	439	292	52	57	6	48	3	31	0	378	41	5167	378
TOTAL	1 691789	624500	1 68346	1 60267	1 28542	1 29982	1 15311	1 11778	1 7336	1 10774	1 119535	1 187798	1 572256	1 456792

# for agencies with GS series, these values are added into the GS series  
\*\* except Postal Service

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**U.S. Government Totals**  
**Minority - Non-Minority Employment Profiles**  
**1980 and 1983**

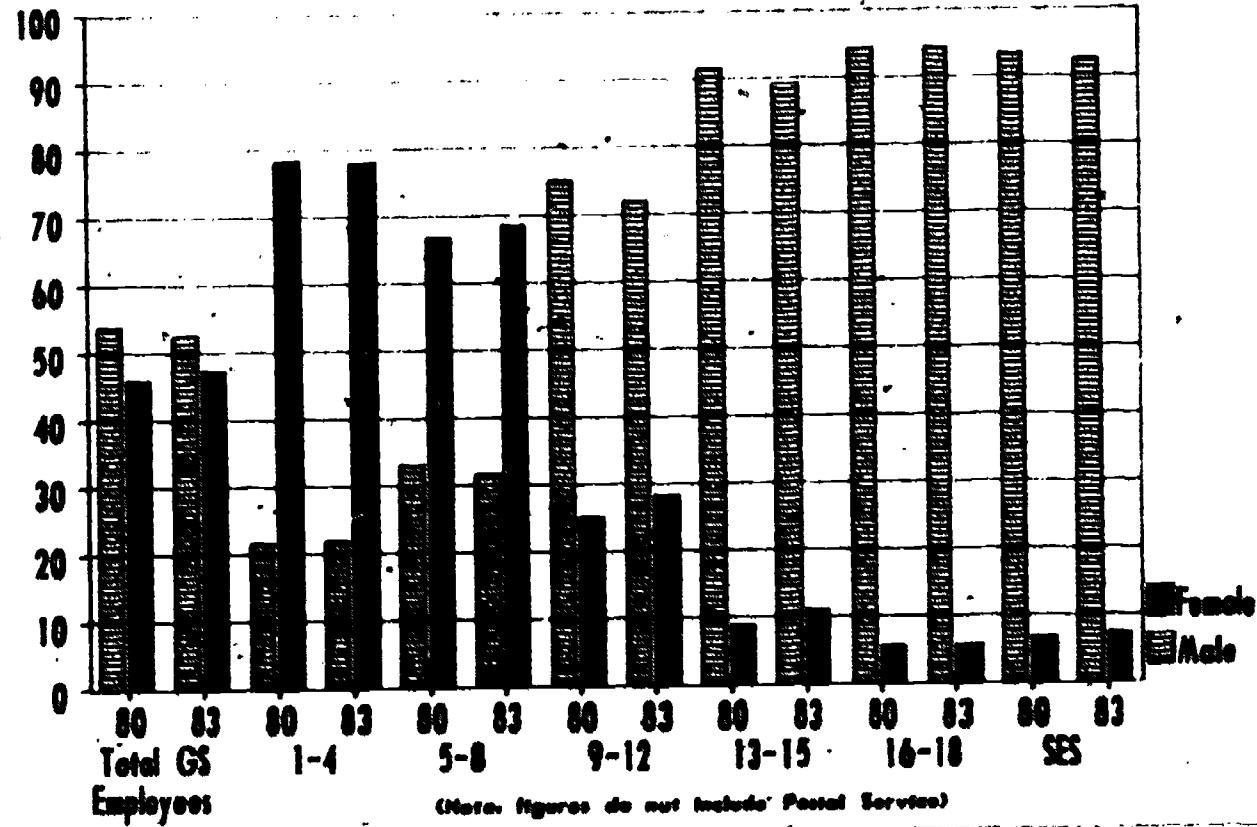
Percent



19

U.S. Government Totals  
Male - Female Employment Profiles  
1980 and 1983

Percent



**ACTION**  
**(1980 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GS-2	2	4	1	2	0	0	0	0	0	0	1	2	1	2	
GS-3	5	12	4	5	0	1	0	0	0	0	4	6	1	6	
GS-4	9	28	6	14	0	2	0	0	0	0	4	16	5	12	
SUBTOTAL	16	44	9	21	0	3	0	0	0	0	9	24	7	20	
GS-5	20	130	6	52	1	4	0	3	0	0	7	59	13	75	
GS-6	13	65	9	37	1	2	0	1	0	0	10	40	3	25	
GS-7	74	143	13	48	4	11	2	1	0	0	19	60	55	83	
GS-8	1	6	1	3	0	0	0	0	0	0	1	3	0	3	
SUBTOTAL	100	348	29	140	6	17	2	5	0	0	37	162	71	186	
GS-9	38	64	10	24	0	1	1	1	0	0	11	26	27	38	
GS-10	0	4	0	4	0	0	0	0	0	0	0	4	0	0	
GS-11	35	51	12	15	0	0	0	0	0	1	12	16	25	35	
GS-12	114	77	24	25	9	1	1	0	0	0	34	26	80	51	
SUBTOTAL	187	196	46	68	9	2	2	1	0	1	57	72	130	129	
GS-13	115	31	16	8	5	0	1	0	3	0	25	8	40	25	
GS-14	45	17	3	4	4	0	1	0	0	0	8	4	35	13	
GS-15	26	10	2	5	2	0	0	0	0	0	4	5	22	5	
SUBTOTAL	184	58	21	17	11	0	2	0	3	0	57	17	147	41	
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SES	1	9	5	2	2	1	0	0	0	0	3	2	0	3	
TOTAL	1	504	651	197	248	27	22	6	61	3	11	143	277	361	374

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**ACTION**  
**(1983 EMPLOYMENT PROFILE)**

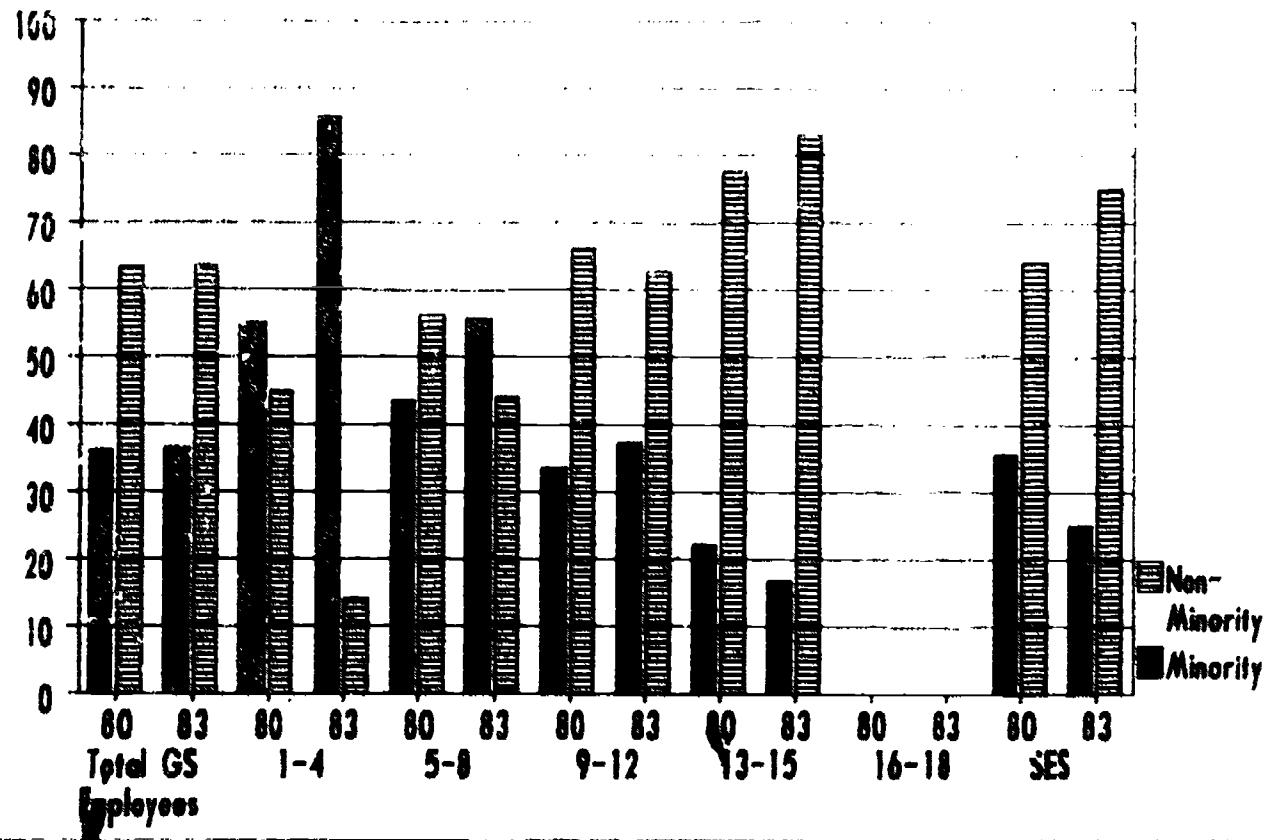
Pay System	Total Employees		Black		Hispanic		Asian American/Pacific Islander		American Indian/Alaskan Native		Total Minority		Total Non-Minority		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GS-2	1	0	1	0	0	0	0	0	0	0	0	0	0	0	
GS-3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GS-4	3	3	3	2	0	0	0	0	0	0	3	2	0	1	
<b>SUBTOTAL</b>	<b>4</b>	<b>3</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>1</b>	
GS-5	4	51	3	20	0	2	0	2	0	0	5	29	1	27	
GS-6	3	54	3	20	0	2	0	1	0	0	3	23	0	11	
GS-7	3	29	1	16	1	1	0	0	0	0	2	17	1	12	
GS-8	0	9	0	2	0	0	0	0	0	0	0	2	0	7	
<b>SUBTOTAL</b>	<b>10</b>	<b>123</b>	<b>7</b>	<b>56</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>66</b>	<b>2</b>	<b>57</b>	
GS-9	5	17	2	4	0	1	1	1	0	1	3	7	2	10	
GS-10	0	3	0	5	0	0	0	0	0	0	0	3	0	0	
GS-11	10	14	9	5	2	0	0	0	0	0	6	5	4	4	
GS-12	70	50	17	15	5	0	2	0	0	0	24	16	46	55	
<b>SUBTOTAL</b>	<b>85</b>	<b>84</b>	<b>23</b>	<b>27</b>	<b>7</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>33</b>	<b>30</b>	<b>52</b>	<b>54</b>	
HGS-13	75	21	10	3	4	0	0	0	0	0	17	3	56	16	
HGS-14	17	10	0	1	1	0	0	0	0	0	2	1	15	9	
HGS-15	26	7	2	1	0	0	0	0	0	0	2	1	24	6	
<b>SUBTOTAL</b>	<b>116</b>	<b>38</b>	<b>12</b>	<b>6</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>21</b>	<b>5</b>	<b>95</b>	<b>33</b>	
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>SUBTOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	
SES	3	1	0	0	1	0	0	0	0	0	1	0	2	1	
<b>TOTAL</b>	<b>1</b>	<b>218</b>	<b>249</b>	<b>46</b>	<b>92</b>	<b>14</b>	<b>6</b>	<b>4</b>	<b>41</b>	<b>3</b>	<b>11</b>	<b>67</b>	<b>103</b>	<b>151</b>	<b>146</b>

\* for agencies with GM series, these values are added into the GS category.

20

ACTION  
Minority - Non-Minority Employment Profiles  
1980 and 1983

Percent



28

ACTION  
Male - Female Employment Profiles  
1980 and 1983

Percent

100

90

80

70

60

50

40

30

20

10

0

80 83  
Total GS  
Employees

1-4

5-8

9-12

13-15

16-18

SES

Female  
Male

23

**Civil Aeronautics Board  
1980 EMPLOYMENT PROFILE**

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	1	0	1	0	0	0	0	0	0	0	1	0	0
GS-3	1	5	1	5	0	0	0	0	0	0	1	5	0	0
GS-4	2	25	1	20	0	0	0	0	0	0	1	20	1	5
<b>SUBTOTAL</b>	<b>3</b>	<b>51</b>	<b>2</b>	<b>26</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>26</b>	<b>1</b>	<b>5</b>
GS-5	11	30	6	14	0	2	0	1	0	0	6	17	5	13
GS-6	4	29	3	18	0	0	0	0	0	0	3	18	1	11
GS-7	9	54	5	23	0	0	0	0	0	0	5	23	4	31
GS-8	1	33	0	9	0	1	0	0	0	0	0	10	1	25
<b>SUBTOTAL</b>	<b>24</b>	<b>146</b>	<b>14</b>	<b>64</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>68</b>	<b>11</b>	<b>78</b>
GS-9	0	29	2	14	6	1	0	0	0	0	2	15	6	14
GS-10	0	2	0	1	0	0	0	0	0	0	0	1	0	1
GS-11	26	32	4	5	0	1	1	0	0	0	5	8	21	24
GS-12	45	26	4	3	1	0	0	0	0	0	5	3	40	25
<b>SUBTOTAL</b>	<b>79</b>	<b>87</b>	<b>10</b>	<b>26</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>12</b>	<b>27</b>	<b>67</b>	<b>62</b>
GS-13	78	21	6	3	0	0	0	0	0	0	6	3	72	18
GS-14	68	12	2	1	0	0	0	0	0	0	2	1	66	11
GS-15	62	13	1	0	0	0	0	0	0	0	1	0	61	15
<b>SUBTOTAL</b>	<b>208</b>	<b>46</b>	<b>9</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>4</b>	<b>199</b>	<b>42</b>
GS-16	7	6	0	0	1	0	0	0	0	0	1	0	6	0
GS-17	2	0	0	0	0	0	0	0	0	0	0	0	2	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>8</b>	<b>0</b>
SES	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>324</b>	<b>312</b>	<b>35</b>	<b>120</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>38</b>	<b>125</b>	<b>206</b>	<b>187</b>

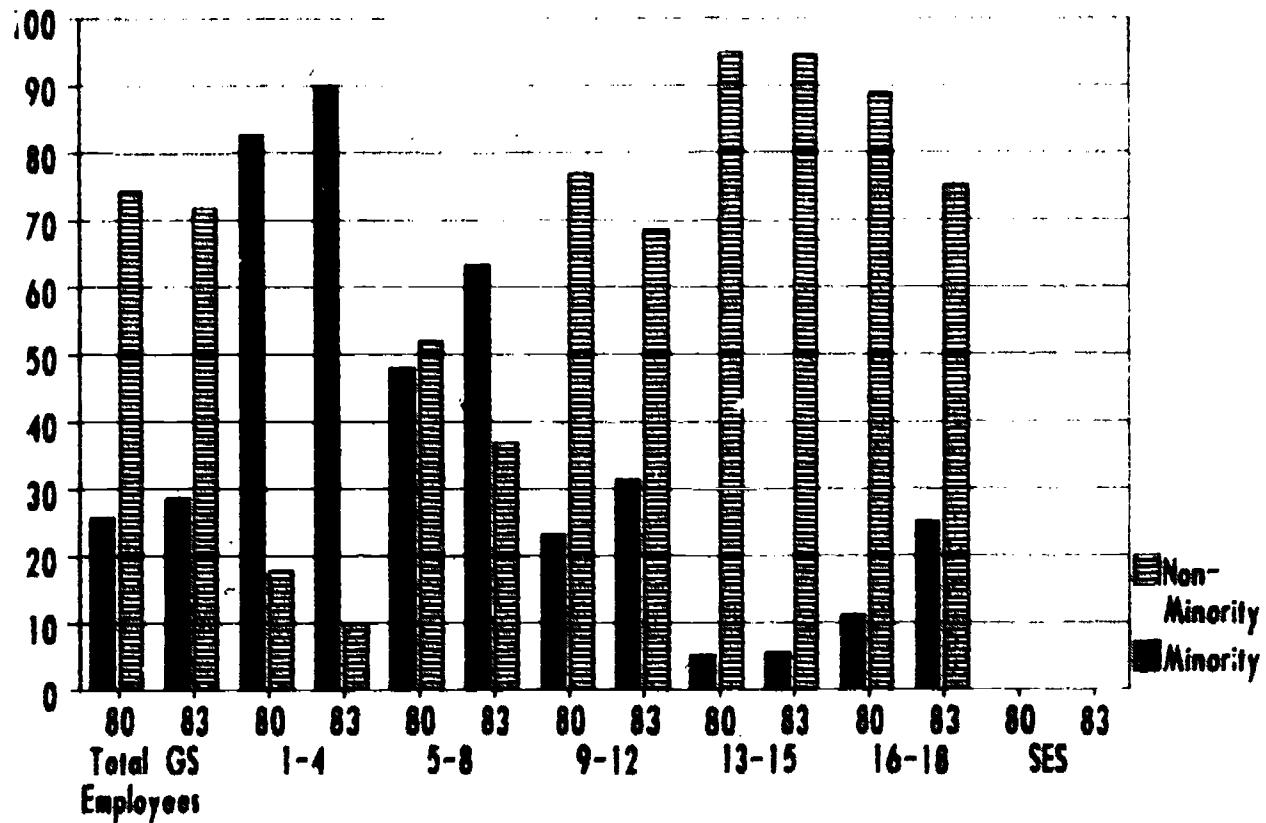
25

**Civil Aeronautics Board  
(1983 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/Pacific Islander		American Indian/Alaskan Native		Total Minority		Total Non Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-4	1	9	0	9	0	0	0	0	0	0	0	9	1	0
<b>SUBTOTAL</b>	<b>1</b>	<b>9</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>1</b>	<b>0</b>
GS-5	5	9	4	7	0	1	0	0	0	0	4	8	1	1
GS-6	3	12	3	10	0	0	0	0	1	0	5	11	0	1
GS-7	3	38	2	22	0	0	0	0	0	0	2	22	1	16
GS-8	1	7	0	12	0	0	0	0	0	0	0	12	1	15
<b>SUBTOTAL</b>	<b>12</b>	<b>86</b>	<b>9</b>	<b>51</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>53</b>	<b>3</b>	<b>33</b>
GS-9	5	17	2	10	0	0	0	0	0	0	2	10	3	7
GS-10	0	1	0	0	0	0	0	0	0	0	0	0	0	1
GS-11	10	23	2	7	0	0	0	1	0	0	3	7	7	16
GS-12	23	10	3	2	1	0	0	0	0	0	4	2	19	8
<b>SUBTOTAL</b>	<b>38</b>	<b>51</b>	<b>7</b>	<b>19</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>19</b>	<b>24</b>	<b>32</b>
GS-13	50	16	4	2	0	0	0	0	0	0	4	2	46	14
GS-14	59	10	5	0	0	0	0	0	0	0	3	0	50	16
GS-15	44	7	1	0	0	0	0	0	0	0	1	0	43	7
<b>SUBTOTAL</b>	<b>153</b>	<b>47</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>2</b>	<b>145</b>	<b>31</b>
GS-16	4	0	0	0	1	0	0	0	0	0	1	0	3	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>0</b>
<b>SES</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL</b>	<b>205</b>	<b>179</b>	<b>24</b>	<b>81</b>	<b>2</b>	<b>11</b>	<b>1</b>	<b>11</b>	<b>0</b>	<b>0</b>	<b>27</b>	<b>83</b>	<b>181</b>	<b>96</b>

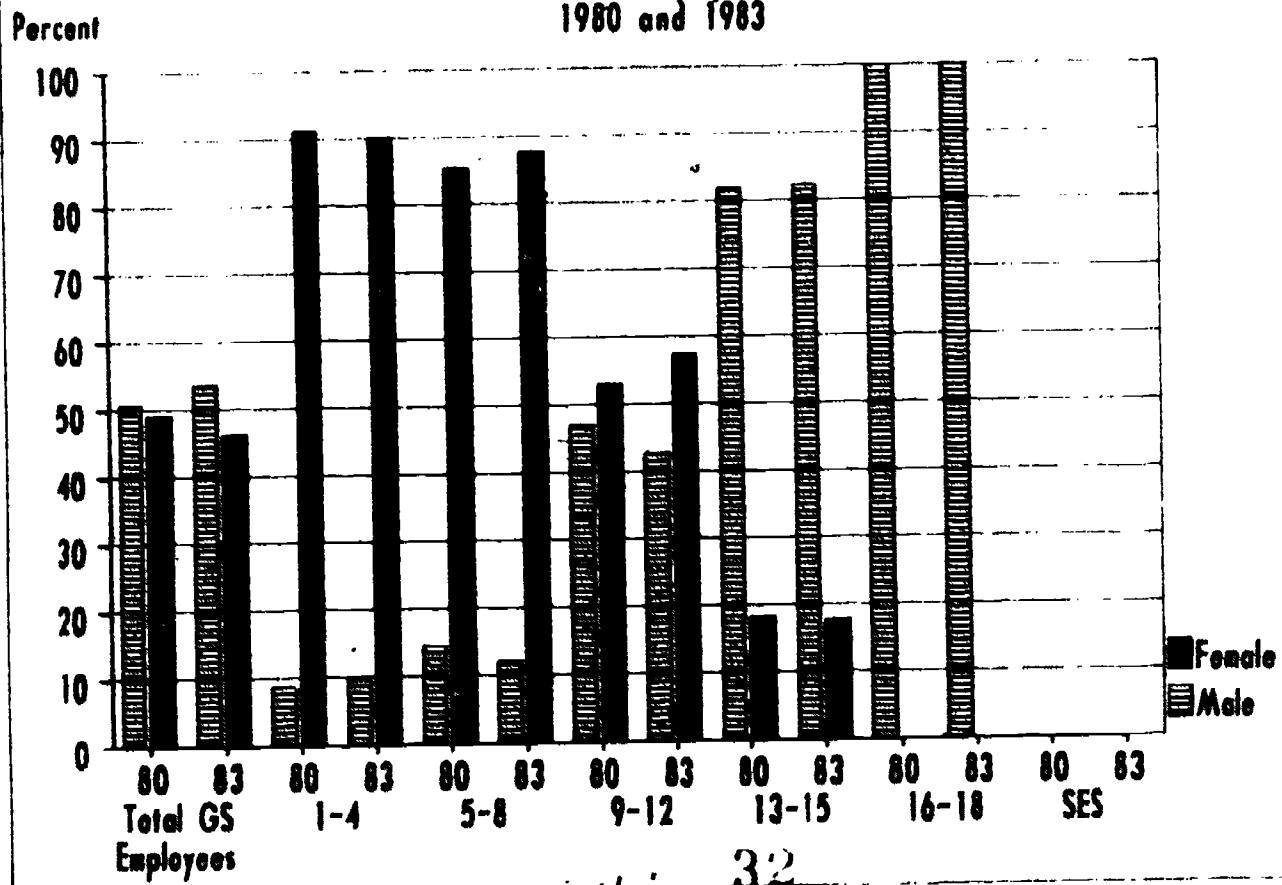
Civil Aeronautics Board  
Minority - Non-Minority Employment Profiles  
1980 and 1983

Percent



27

Civil Aeronautics Board  
Male - Female Employment Profiles  
1980 and 1983



Commission on Civil Rights  
(1980 EMPLOYMENT PROFILE)

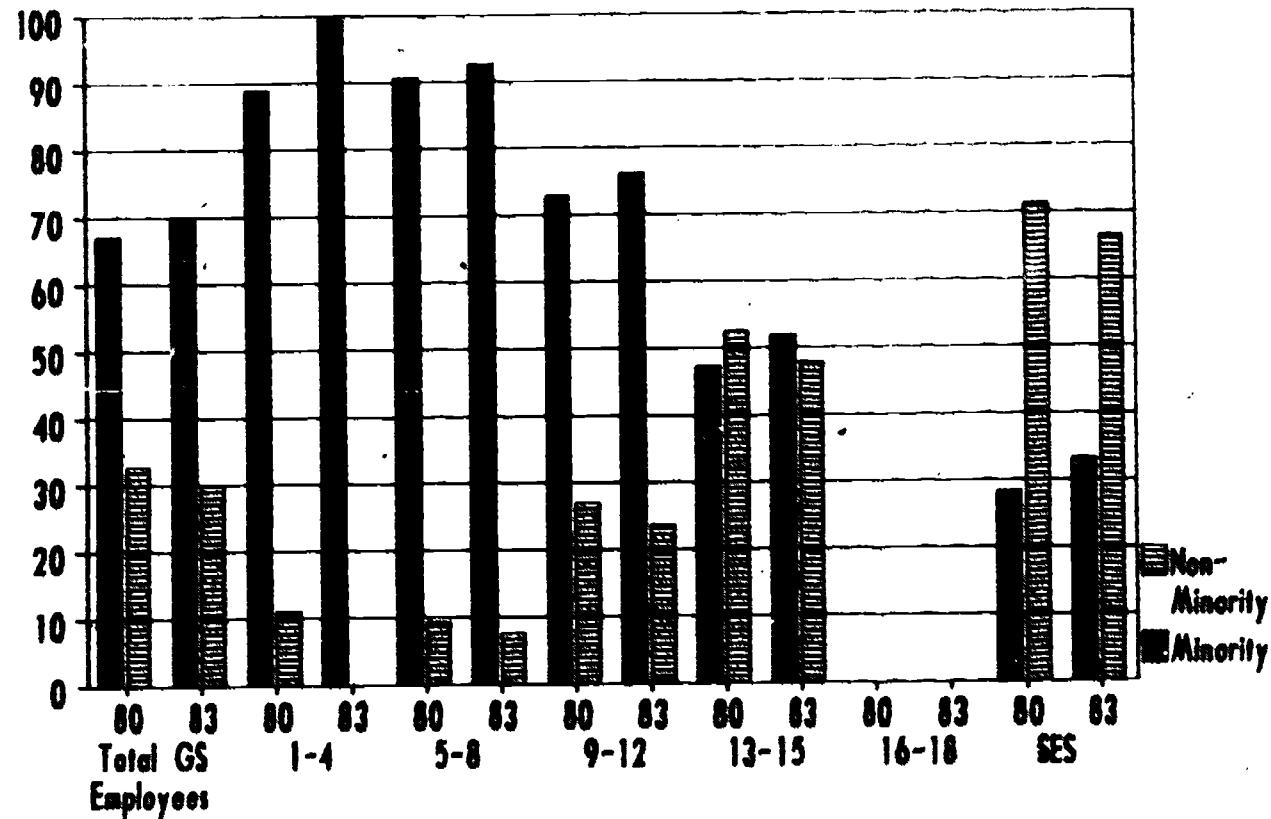
Pay System	Total Employees		Black		Hispanic		Asian American/Pacific Islander		American Indian/Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-4	2	7	1	5	1	1	0	0	0	0	2	6	0	1
<b>SUBTOTAL</b>	<b>2</b>	<b>7</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>6</b>	<b>0</b>	<b>1</b>
GS-5	2	14	2	9	0	5	0	0	0	0	2	12	0	2
GS-6	2	14	2	15	0	1	0	0	0	0	2	16	0	0
GS-7	1	22	1	15	0	4	0	0	0	0	1	19	0	3
GS-8	1	5	1	4	0	0	0	0	0	0	1	4	0	1
<b>SUBTOTAL</b>	<b>6</b>	<b>57</b>	<b>6</b>	<b>43</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>51</b>	<b>0</b>	<b>6</b>
GS-9	4	8	3	7	0	0	0	0	0	0	3	7	1	1
GS-10	0	1	0	1	0	0	0	0	0	0	0	1	0	0
GS-11	11	17	4	9	2	4	1	1	0	0	7	14	4	3
GS-12	21	23	9	12	7	1	1	6	0	0	17	13	4	10
<b>SUBTOTAL</b>	<b>56</b>	<b>49</b>	<b>16</b>	<b>29</b>	<b>9</b>	<b>5</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>27</b>	<b>35</b>	<b>9</b>	<b>14</b>
GS-13	18	32	4	12	0	1	2	3	0	0	6	16	12	16
GS-14	17	10	3	2	3	3	1	1	0	0	7	6	10	4
GS-15	14	4	5	0	3	1	0	0	0	1	8	2	6	2
<b>SUBTOTAL</b>	<b>49</b>	<b>46</b>	<b>12</b>	<b>14</b>	<b>6</b>	<b>5</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>21</b>	<b>24</b>	<b>8</b>	<b>22</b>
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
SES	4	3	1	1	0	0	0	0	0	0	1	1	3	2
<b>TOTAL</b>	<b>97</b>	<b>162</b>	<b>36</b>	<b>92</b>	<b>16</b>	<b>19</b>	<b>5</b>	<b>51</b>	<b>6</b>	<b>11</b>	<b>57</b>	<b>117</b>	<b>40</b>	<b>45</b>

Commission on Civil Rights  
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black	Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-3	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-4	0	2	0	2	0	0	0	0	0	0	2	0	0
SUBTOTAL	0	2	0	2	0	0	0	0	0	0	2	0	0
GS-5	1	11	1	9	0	2	0	0	0	1	11	0	0
GS-6	0	14	0	13	0	0	0	0	0	0	13	0	1
GS-7	1	16	1	12	0	4	0	0	0	1	16	0	2
GS-8	1	7	1	6	0	0	0	0	0	1	6	0	1
SUBTOTAL	3	50	3	40	0	6	0	0	0	3	46	0	4
GS-9	3	5	2	5	0	0	0	0	0	2	5	1	0
GS-10	0	1	0	1	0	0	0	0	0	0	1	0	0
GS-11	4	5	1	4	1	0	0	1	0	3	5	1	0
GS-12	18	19	8	9	6	2	1	1	0	15	11	3	8
SUBTOTAL	25	50	11	18	7	2	2	2	0	20	22	5	6
GS-13	17	25	4	12	0	2	1	1	0	5	15	12	10
GS-14	12	10	3	3	2	3	1	0	0	6	6	6	4
GS-15	11	2	5	0	2	1	0	0	0	7	1	4	1
SUBTOTAL	40	37	12	15	4	6	2	1	0	18	22	22	15
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	3	3	1	1	0	0	0	0	0	1	1	2	2
TOTAL	71	122	27	76	11	14	4	31	0	42	93	29	29

Commission On Civil Rights  
Minority - Non-Minority Employment Profiles  
1980 and 1983

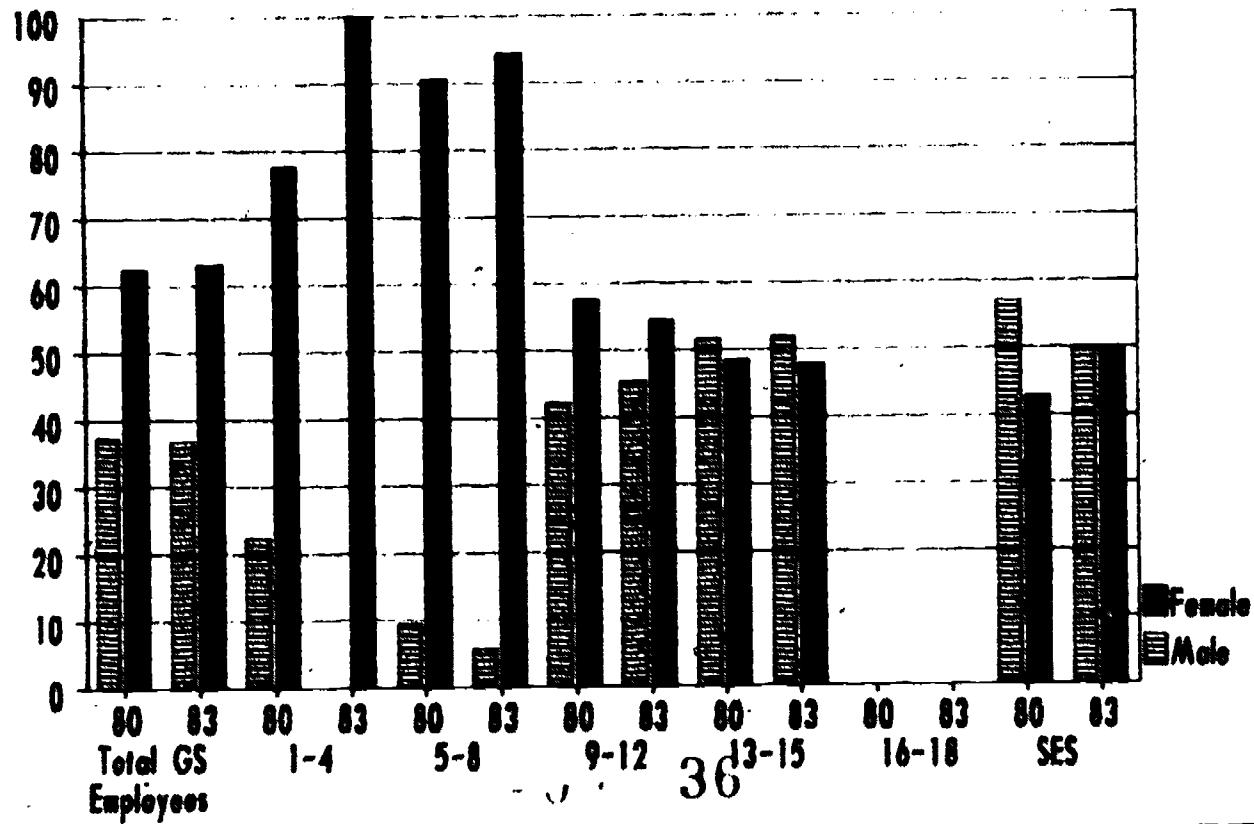
Percent



18

Commission On Civil Rights  
Male - Female Employment Profiles  
1980 and 1983

Percent



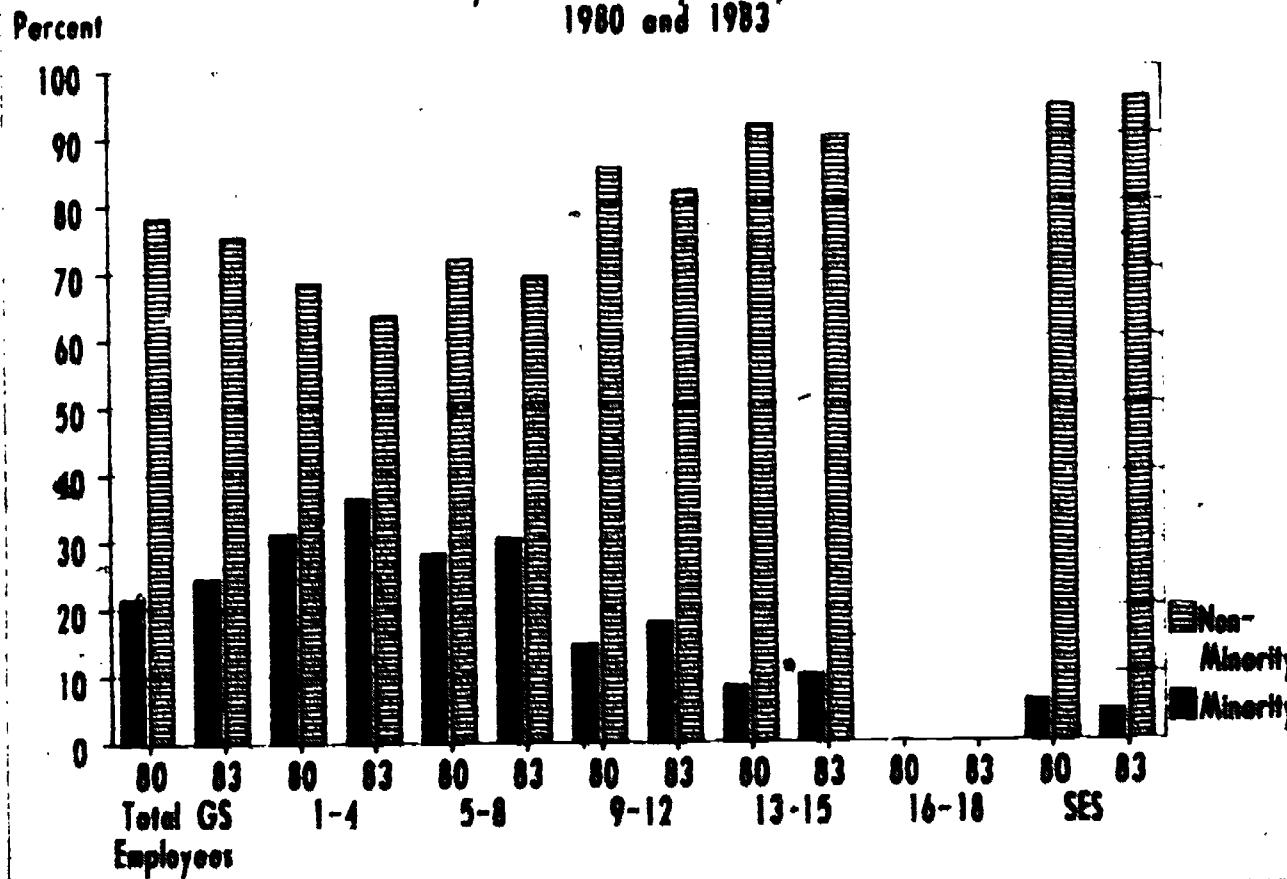
**Defense Logistics Agency**  
**(1980 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Block		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
GS-1	15	42	5	14	0	1	0	1	1	1	6	17	9	25		
GS-2	123	577	53	205	3	17	0	4	0	1	56	227	67	350		
GS-3	430	1004	141	535	21	54	3	13	1	5	166	607	270	1277		
GS-4	836	3772	290	891	19	95	8	28	1	9	318	1023	518	2749		
<b>SUBTOTAL</b>	<b>1410</b>	<b>6275</b>	<b>489</b>	<b>1665</b>	<b>45</b>	<b>167</b>	<b>11</b>	<b>46</b>	<b>3</b>	<b>16</b>	<b>546</b>	<b>1874</b>	<b>864</b>	<b>4401</b>		
GS-5	1170	4265	278	991	45	80	17	45	3	18	358	1134	840	3151		
GS-6	325	1184	87	275	21	20	7	13	1	4	116	312	209	872		
GS-7	1321	1764	273	529	46	28	20	20	4	9	343	586	978	1178		
GS-8	125	163	32	42	1	1	1	3	0	0	34	46	91	117		
<b>SUBTOTAL</b>	<b>2949</b>	<b>7376</b>	<b>667</b>	<b>1837</b>	<b>111</b>	<b>129</b>	<b>45</b>	<b>81</b>	<b>6</b>	<b>31</b>	<b>831</b>	<b>2078</b>	<b>2118</b>	<b>5292</b>		
GS-9	4028	1466	410	413	118	15	43	11	16	6	597	445	3431	1021		
GS-10	56	29	14	11	0	0	0	0	0	0	14	11	42	19		
GS-11	-4777	1871	359	264	90	9	44	10	24	8	517	271	4260	800		
GS-12	3523	440	196	95	38	3	41	3	20	2	295	103	3228	365		
<b>SUBTOTAL</b>	<b>12504</b>	<b>3934</b>	<b>967</b>	<b>763</b>	<b>246</b>	<b>27</b>	<b>128</b>	<b>24</b>	<b>62</b>	<b>16</b>	<b>1423</b>	<b>830</b>	<b>10961</b>	<b>2209</b>		
GS-13	1287	125	79	26	15	1	15	0	5	1	114	26	113	99		
GS-14	536	20	26	2	2	0	3	0	0	0	31	2	505	26		
GS-15	229	11	4	0	4	0	1	0	0	0	9	0	220	11		
<b>SUBTOTAL</b>	<b>2052</b>	<b>164</b>	<b>109</b>	<b>26</b>	<b>21</b>	<b>1</b>	<b>19</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>154</b>	<b>26</b>	<b>1295</b>	<b>136</b>		
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
<b>SUBTOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>		
SES	16	1	1	0	0	0	0	0	0	0	1	0	15	1		
<b>TOTAL</b>	<b>1</b>	<b>18611</b>	<b>16850</b>	<b>1</b>	<b>2253</b>	<b>4271</b>	<b>421</b>	<b>324</b>	<b>203</b>	<b>151</b>	<b>78</b>	<b>64</b>	<b>2955</b>	<b>4810</b>	<b>15856</b>	<b>12040</b>

**Defense Logistics Agency**  
**(1983 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/Pacific Islander		American Indian/Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	15	43	6	12	0	0	0	0	0	0	6	12	0	31
GS-2	109	306	43	128	3	11	1	5	0	2	47	144	62	162
GS-3	498	1,068	178	600	15	57	6	22	2	11	199	690	299	1318
GS-4	764	3,702	271	1,011	24	123	11	40	3	21	339	1,195	455	2,507
<b>SUBTOTAL</b>	<b>1384</b>	<b>5759</b>	<b>498</b>	<b>1751</b>	<b>40</b>	<b>191</b>	<b>18</b>	<b>65</b>	<b>5</b>	<b>34</b>	<b>561</b>	<b>2041</b>	<b>825</b>	<b>3718</b>
GS-5	1015	4,100	295	991	32	117	16	60	5	23	348	1,191	667	2,909
GS-6	326	1,277	108	321	13	37	9	26	1	15	131	347	195	830
GS-7	1188	1,985	272	532	46	42	18	18	10	20	346	612	842	1,575
GS-8	99	214	28	66	3	1	1	2	0	1	32	70	67	144
<b>SUBTOTAL</b>	<b>2628</b>	<b>7576</b>	<b>703</b>	<b>1910</b>	<b>94</b>	<b>197</b>	<b>44</b>	<b>106</b>	<b>16</b>	<b>57</b>	<b>857</b>	<b>2270</b>	<b>1771</b>	<b>5506</b>
GS-9	4213	1,988	496	535	182	42	66	27	23	18	765	622	3448	1366
GS-10	58	30	21	13	0	0	0	0	1	0	22	13	36	17
GS-11	5010	1,618	446	411	131	28	60	26	43	19	680	484	4350	1134
GS-12	3761	622	243	116	63	4	52	8	30	4	388	132	3353	490
<b>SUBTOTAL</b>	<b>13022</b>	<b>4258</b>	<b>1204</b>	<b>1875</b>	<b>376</b>	<b>74</b>	<b>176</b>	<b>61</b>	<b>47</b>	<b>41</b>	<b>1855</b>	<b>1251</b>	<b>11167</b>	<b>3007</b>
GS-13	1327	217	61	42	19	2	19	14	8	0	127	45	1200	172
GS-14	531	35	29	5	4	0	4	0	4	0	41	5	490	28
GS-15	213	17	8	1	6	0	2	0	0	0	16	1	197	16
<b>SUBTOTAL</b>	<b>2071</b>	<b>267</b>	<b>118</b>	<b>48</b>	<b>29</b>	<b>2</b>	<b>25</b>	<b>1</b>	<b>12</b>	<b>0</b>	<b>184</b>	<b>51</b>	<b>1887</b>	<b>216</b>
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>SES</b>	<b>21</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>20</b>	<b>1</b>
<b>TOTAL</b>	<b>19128</b>	<b>17861</b>	<b>2524</b>	<b>4704</b>	<b>539</b>	<b>464</b>	<b>265</b>	<b>233</b>	<b>130</b>	<b>132</b>	<b>3458</b>	<b>5613</b>	<b>15670</b>	<b>12248</b>

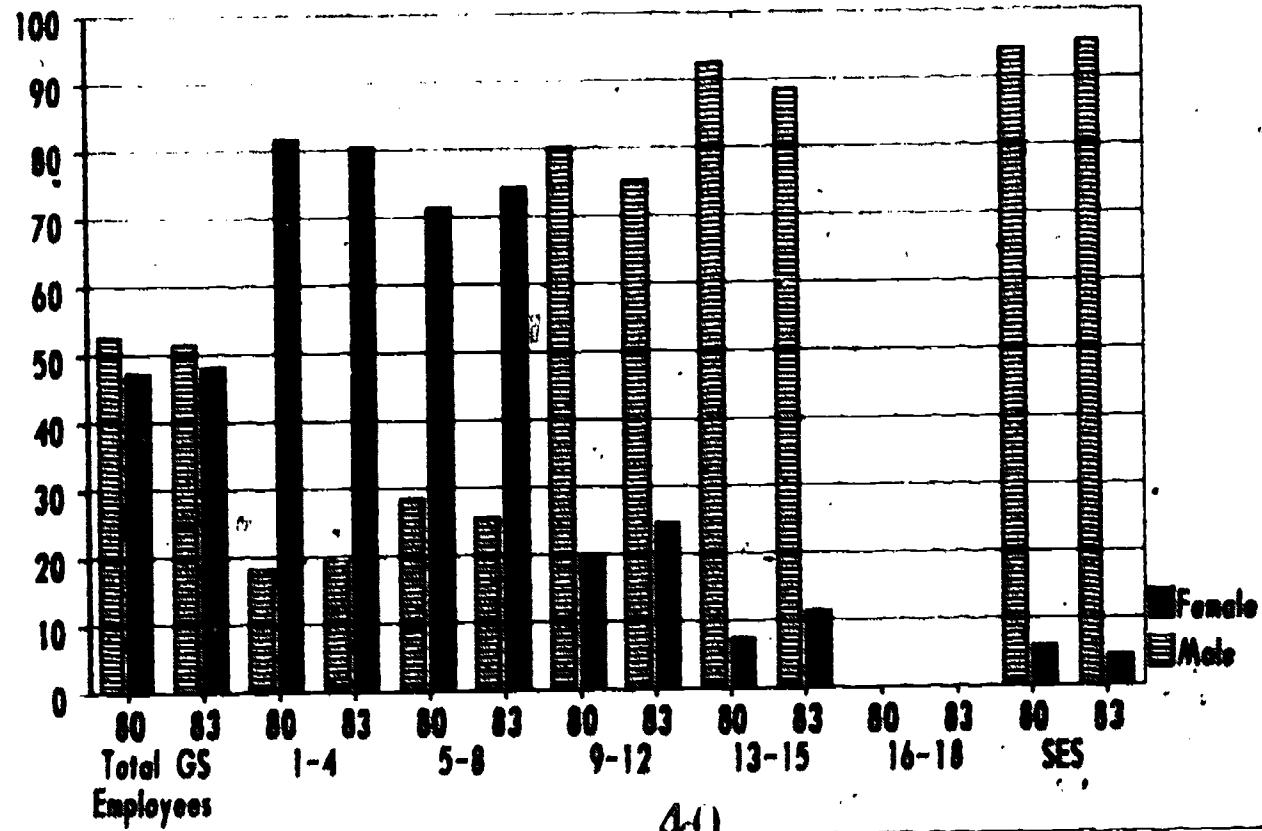
Defense Logistics Agency  
 Minority - Non-Minority Employment Profiles  
 1980 and 1983



85

Defense Logistics Agency  
Male - Female Employment Profiles  
1980 and 1983

Percent



4-1)

**Department of Agriculture  
(1980 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	43	127	21	25	1	8	0	1	1	5	23	39	20	88
GS-2	79	259	24	60	12	27	2	4	4	9	42	100	37	159
GS-3	441	1110	119	202	39	53	0	8	15	25	173	268	268	822
GS-4	1362	3052	263	625	109	142	16	39	31	32	419	838	963	3014
<b>SUBTOTAL</b>	<b>1945</b>	<b>5348</b>	<b>427</b>	<b>912</b>	<b>161</b>	<b>230</b>	<b>18</b>	<b>52</b>	<b>51</b>	<b>71</b>	<b>657</b>	<b>1265</b>	<b>1268</b>	<b>4083</b>
GS-5	2951	6646	379	705	183	127	17	38	47	54	626	924	2325	5724
GS-6	1935	2562	119	450	58	53	3	19	23	14	203	536	1732	2026
GS-7	8586	5054	469	541	381	70	38	35	88	23	976	669	7612	3185
GS-8	1240	376	71	60	52	3	2	3	4	2	129	68	1111	306
<b>SUBTOTAL</b>	<b>16714</b>	<b>13440</b>	<b>1030</b>	<b>1756</b>	<b>674</b>	<b>253</b>	<b>60</b>	<b>95</b>	<b>162</b>	<b>93</b>	<b>1934</b>	<b>2197</b>	<b>12780</b>	<b>11243</b>
GS-9	11646	1826	714	247	314	37	66	32	76	11	1170	327	10476	1497
GS-10	255	21	16	4	5	0	1	0	3	0	23	4	232	17
GS-11	2070	1121	454	162	209	27	85	29	78	2	826	240	1244	881
GS-12	6720	777	303	124	128	14	118	17	46	3	595	158	8125	619
<b>SUBTOTAL</b>	<b>22691</b>	<b>3705</b>	<b>1487</b>	<b>557</b>	<b>654</b>	<b>78</b>	<b>270</b>	<b>78</b>	<b>203</b>	<b>16</b>	<b>2614</b>	<b>729</b>	<b>20077</b>	<b>3014</b>
GS-13	5826	408	174	48	57	4	67	17	29	2	327	71	5499	337
GS-14	2717	126	64	9	18	1	26	2	14	0	122	12	2595	114
GS-15	1278	44	31	4	7	0	12	0	2	0	52	4	1218	40
<b>SUBTOTAL</b>	<b>9813</b>	<b>578</b>	<b>269</b>	<b>61</b>	<b>82</b>	<b>5</b>	<b>105</b>	<b>19</b>	<b>45</b>	<b>2</b>	<b>501</b>	<b>87</b>	<b>9312</b>	<b>491</b>
GS-16	16	1	0	0	0	0	1	0	0	0	1	0	15	1
GS-17	4	1	0	0	0	0	0	0	0	0	0	0	4	1
GS-18	1	0	0	0	0	0	0	0	0	0	0	0	1	0
<b>SUBTOTAL</b>	<b>21</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>20</b>	<b>2</b>
SES	320	18	8	2	1	0	1	0	3	0	15	2	307	16
<b>TOTAL</b>	<b>49504</b>	<b>23129</b>	<b>3229</b>	<b>3288</b>	<b>1572</b>	<b>566</b>	<b>455</b>	<b>244</b>	<b>464</b>	<b>182</b>	<b>5720</b>	<b>4280</b>	<b>43784</b>	<b>18849</b>

**Department of Agriculture  
(1983 EMPLOYMENT PROFILE)**

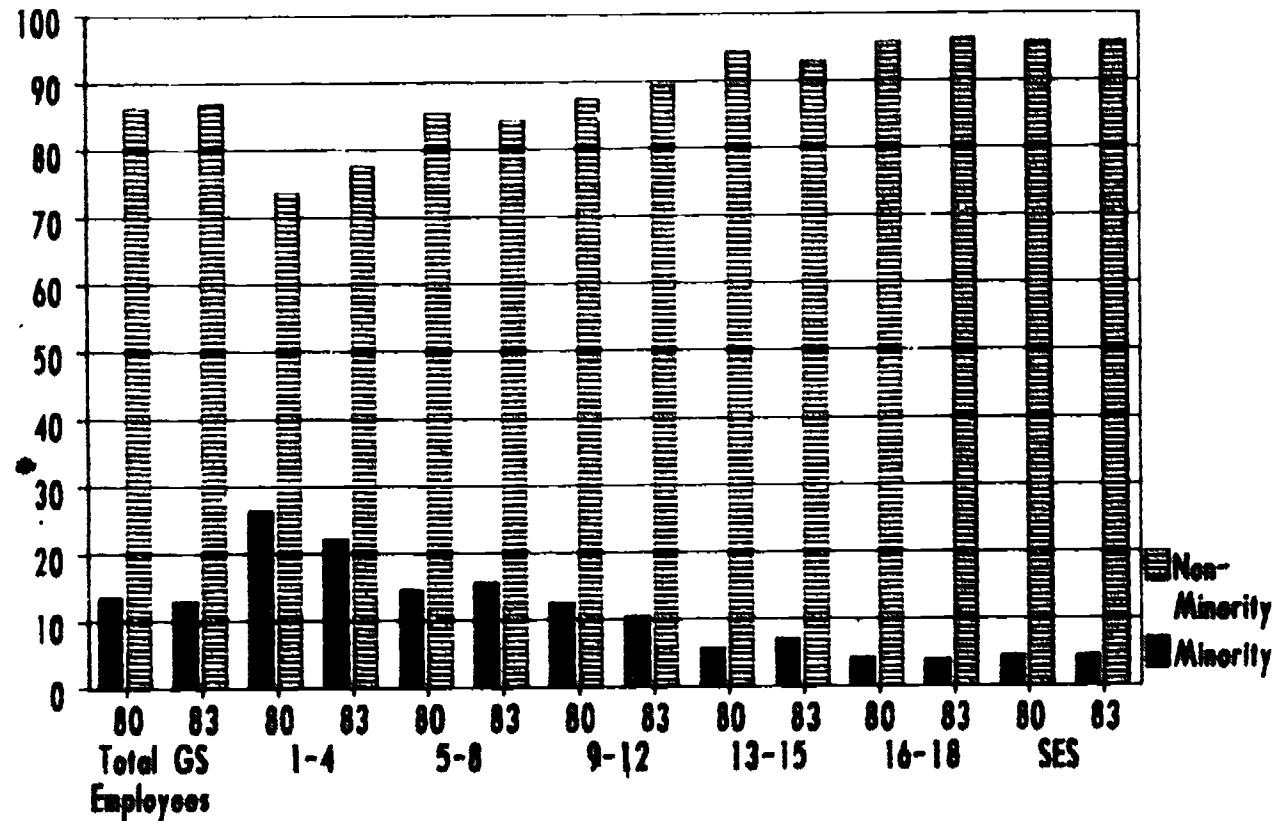
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	5	3	2	0	0	0	0	0	0	0	2	0	3	3
GS-2	79	161	14	14	4	4	0	1	13	10	31	29	48	132
GS-3	427	1734	96	241	25	59	4	14	17	49	142	363	285	1373
GS-4	1222	5078	223	723	64	196	7	36	25	103	319	1058	903	4020
<b>SUBTOTAL</b>	<b>1733</b>	<b>6978</b>	<b>335</b>	<b>978</b>	<b>93</b>	<b>259</b>	<b>11</b>	<b>51</b>	<b>55</b>	<b>162</b>	<b>494</b>	<b>1450</b>	<b>1239</b>	<b>5528</b>
GS-5	2977	7524	320	813	143	214	31	63	80	77	574	1167	2403	6157
GS-6	2041	2986	132	534	87	82	5	24	43	32	267	672	1774	2314
GS-7	8283	4195	412	596	378	94	46	43	139	63	975	786	7308	3409
GS-8	1603	564	68	91	56	9	4	3	15	7	163	110	1440	454
<b>SUBTOTAL</b>	<b>14904</b>	<b>15069</b>	<b>952</b>	<b>2054</b>	<b>664</b>	<b>399</b>	<b>86</b>	<b>133</b>	<b>277</b>	<b>169</b>	<b>1979</b>	<b>2735</b>	<b>12925</b>	<b>12334</b>
GS-9	12805	2912	779	291	490	68	128	61	168	17	1557	437	11248	2475
GS-10	325	26	13	5	8	0	1	1	5	0	27	6	298	20
GS-11	12510	1636	479	232	291	50	110	36	120	10	950	328	11560	1308
GS-12	8698	991	333	166	136	18	190	32	62	3	721	219	7977	772
<b>SUBTOTAL</b>	<b>34338</b>	<b>5565</b>	<b>1604</b>	<b>694</b>	<b>875</b>	<b>136</b>	<b>429</b>	<b>130</b>	<b>347</b>	<b>30</b>	<b>3255</b>	<b>990</b>	<b>31063</b>	<b>4575</b>
WGS-13	5756	475	215	61	68	11	103	18	39	2	425	92	5311	383
WGS-14	2679	165	80	14	18	3	25	4	13	3	136	26	2543	157
GS-15	1195	46	27	1	10	2	13	0	3	0	53	3	1142	43
<b>SUBTOTAL</b>	<b>9610</b>	<b>704</b>	<b>322</b>	<b>78</b>	<b>96</b>	<b>16</b>	<b>141</b>	<b>22</b>	<b>55</b>	<b>5</b>	<b>614</b>	<b>121</b>	<b>8996</b>	<b>583</b>
GS-16	20	1	0	0	0	0	1	0	0	0	1	0	19	1
GS-17	4	0	0	0	0	0	0	0	0	0	0	0	4	0
GS-18	0	1	0	0	0	0	0	0	0	0	0	0	0	1
<b>SUBTOTAL</b>	<b>24</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>23</b>	<b>2</b>
SES	301	13	10	2	1	1	0	0	0	0	11	3	290	10
<b>TOTAL</b>	<b>60910</b>	<b>28331</b>	<b>3225</b>	<b>3786</b>	<b>1729</b>	<b>811</b>	<b>668</b>	<b>336</b>	<b>754</b>	<b>366</b>	<b>6354</b>	<b>5299</b>	<b>54554</b>	<b>23032</b>

\* for agencies with GS series, these values are added into the GS series

42

Department Of Agriculture  
Minority - Non-Minority Employment Profiles  
1980 and 1983

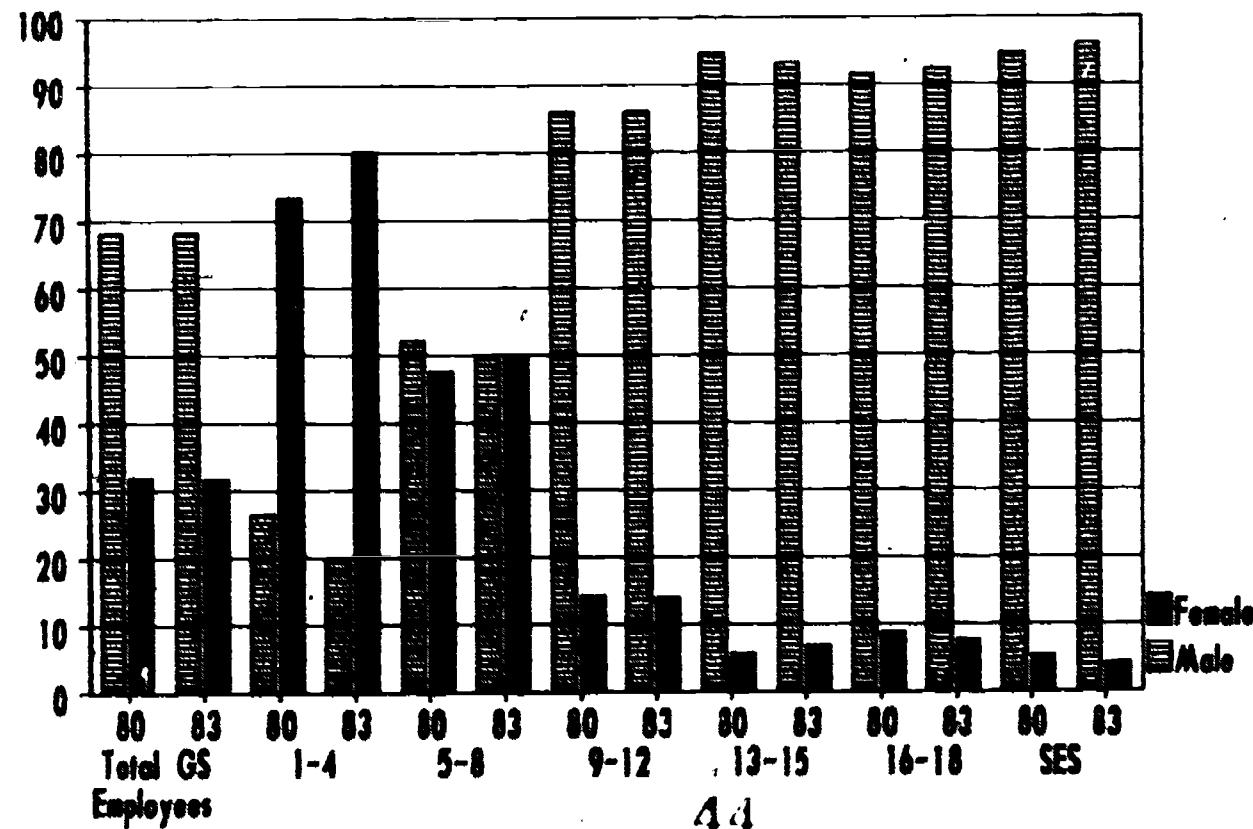
Percent



89

Department Of Agriculture -  
Male - Female Employment Profiles  
1980 and 1983

Percent



Department of Air Force  
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	64	234	23	68	3	18	0	5	0	1	26	92	36	142
GS-2	229	1141	43	196	34	74	2	11	1	10	80	291	149	850
GS-3	1345	7564	211	982	253	640	13	98	9	37	486	1757	859	5407
GS-4	2350	14897	328	1469	250	1002	28	168	15	80	619	2719	1731	12178
<b>SUBTOTAL</b>	<b>3968</b>	<b>23836</b>	<b>605</b>	<b>2715</b>	<b>540</b>	<b>1734</b>	<b>43</b>	<b>282</b>	<b>25</b>	<b>128</b>	<b>1211</b>	<b>4659</b>	<b>2777</b>	<b>18977</b>
GS-5	5020	16537	614	1506	635	1087	31	182	20	97	1500	2872	3720	13665
GS-6	1932	5699	289	477	208	278	16	49	7	20	440	824	1492	4675
GS-7	5761	6306	472	593	708	349	39	60	17	25	1236	1027	4525	5281
GS-8	1459	829	121	67	95	31	9	8	8	6	233	110	1226	719
<b>SUBTOTAL</b>	<b>14172</b>	<b>29373</b>	<b>1416</b>	<b>2643</b>	<b>1646</b>	<b>1745</b>	<b>95</b>	<b>299</b>	<b>52</b>	<b>146</b>	<b>3209</b>	<b>4823</b>	<b>10965</b>	<b>24540</b>
GS-9	11515	5114	629	449	1066	256	93	56	58	33	1846	794	9669	4325
GS-10	784	159	35	8	53	4	1	3	3	0	92	15	692	144
GS-11	13523	2940	575	259	607	97	157	49	62	20	1461	425	12122	2515
GS-12	13767	1545	476	157	421	46	155	10	53	14	1105	227	12662	1316
<b>SUBTOTAL</b>	<b>39569</b>	<b>9763</b>	<b>1715</b>	<b>873</b>	<b>2147</b>	<b>403</b>	<b>406</b>	<b>118</b>	<b>176</b>	<b>67</b>	<b>4444</b>	<b>1461</b>	<b>35146</b>	<b>8302</b>
GS-13	7572	351	221	29	165	7	87	7	30	2	503	45	7069	306
GS-14	2672	76	71	6	35	0	22	2	10	0	138	8	2734	68
GS-15	967	23	18	3	11	1	5	0	2	1	36	5	931	18
<b>SUBTOTAL</b>	<b>11411</b>	<b>450</b>	<b>310</b>	<b>38</b>	<b>211</b>	<b>8</b>	<b>114</b>	<b>9</b>	<b>62</b>	<b>3</b>	<b>677</b>	<b>56</b>	<b>10734</b>	<b>342</b>
GS-16	5	0	0	0	0	0	0	0	0	0	0	0	3	0
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>
SES	185	9	4	0	1	0	2	0	1	0	8	0	177	4
<b>TOTAL</b>	<b>69349</b>	<b>63426</b>	<b>4050</b>	<b>6269</b>	<b>4846</b>	<b>3890</b>	<b>660</b>	<b>708</b>	<b>294</b>	<b>344</b>	<b>9549</b>	<b>11211</b>	<b>59800</b>	<b>52215</b>

**Department of Air Force  
(1985 EMPLOYMENT PROFILE)**

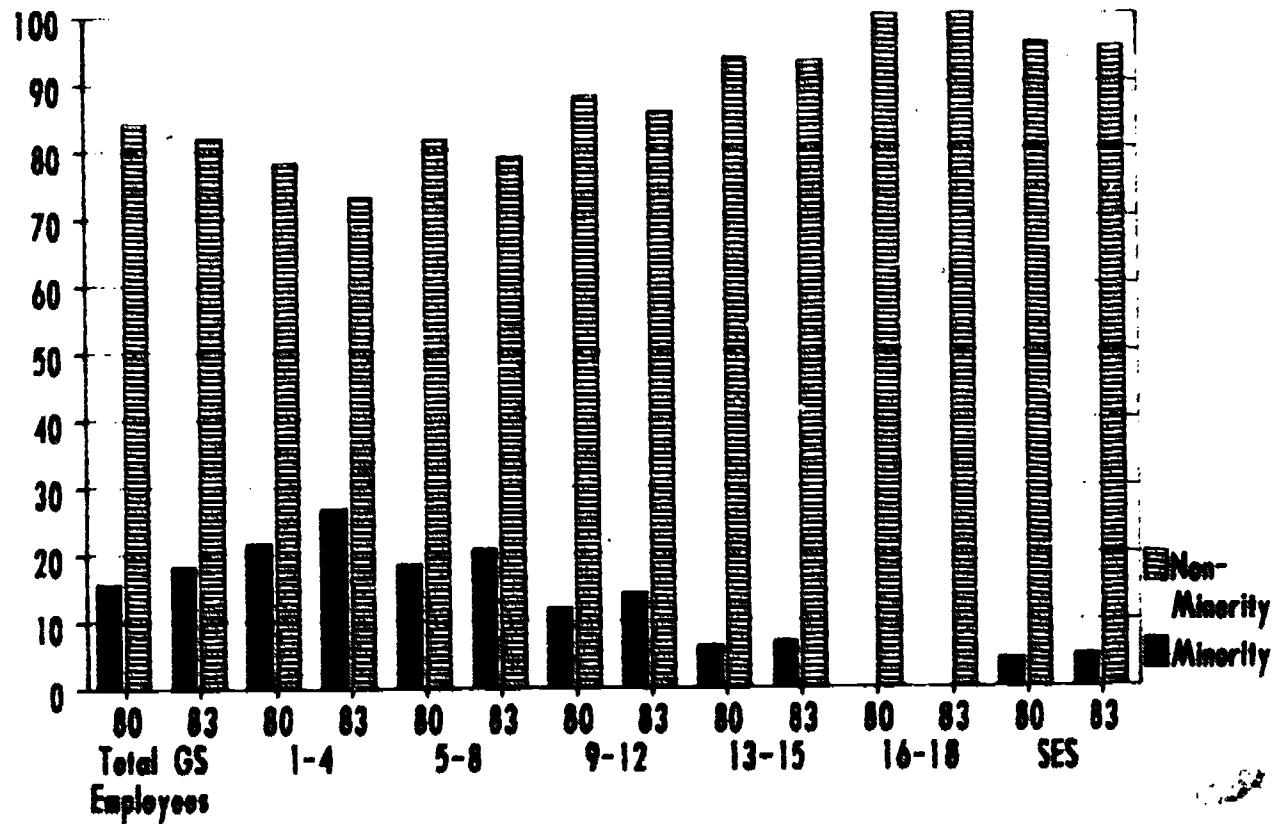
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	37	117	13	41	7	21	1	0	0	3	21	65	16	52
GS-2	161	616	26	107	28	59	5	9	0	4	51	170	110	446
GS-3	1225	6099	255	1001	194	628	16	132	6	64	471	1825	754	4274
GS-4	2668	14785	429	1848	328	1217	46	244	16	159	819	3488	1849	11297
<b>SUBTOTAL</b>	<b>4091</b>	<b>21617</b>	<b>723</b>	<b>3017</b>	<b>549</b>	<b>1916</b>	<b>68</b>	<b>385</b>	<b>22</b>	<b>230</b>	<b>1362</b>	<b>5548</b>	<b>2729</b>	<b>16069</b>
GS-5	8147	17765	648	1852	588	1292	99	263	39	165	1378	3572	3769	14173
GS-6	2001	6435	236	563	215	438	17	92	14	39	482	1132	1519	5303
GS-7	5635	7170	560	670	686	511	78	92	40	51	1364	1324	4171	5846
GS-8	1132	881	98	70	73	36	13	13	9	3	193	120	939	761
<b>SUBTOTAL</b>	<b>15815</b>	<b>32231</b>	<b>1554</b>	<b>3168</b>	<b>1554</b>	<b>2275</b>	<b>207</b>	<b>460</b>	<b>102</b>	<b>258</b>	<b>3417</b>	<b>6148</b>	<b>10398</b>	<b>26083</b>
GS-9	11207	6162	704	854	1148	344	151	85	94	52	2177	1035	9030	5127
GS-10	729	177	36	15	55	5	8	6	4	0	101	26	428	153
GS-11	12962	3990	590	369	906	212	179	49	94	47	1769	677	11195	5315
GS-12	14600	2357	493	209	538	69	269	35	98	19	1378	330	13222	2027
<b>SUBTOTAL</b>	<b>39498</b>	<b>12686</b>	<b>1901</b>	<b>1147</b>	<b>2647</b>	<b>630</b>	<b>587</b>	<b>171</b>	<b>290</b>	<b>178</b>	<b>5425</b>	<b>2066</b>	<b>34073</b>	<b>10620</b>
HGS-13	7729	560	206	45	200	14	102	16	46	0	556	75	7175	965
HGS-14	3042	191	68	6	50	1	39	2	9	1	166	10	2876	91
HGS-15	991	25	21	2	14	1	8	0	2	0	45	3	96	22
<b>SUBTOTAL</b>	<b>11762</b>	<b>686</b>	<b>297</b>	<b>53</b>	<b>264</b>	<b>16</b>	<b>149</b>	<b>18</b>	<b>57</b>	<b>1</b>	<b>767</b>	<b>86</b>	<b>10995</b>	<b>598</b>
GS-16	2	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	1	0	0	0	0	0	0	0	0	0	0	0	1	0
<b>SUBTOTAL</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>
SES	200	10	3	0	2	1	3	0	1	0	9	1	191	9
<b>TOTAL</b>	<b>69369</b>	<b>67230</b>	<b>4478</b>	<b>7372</b>	<b>5016</b>	<b>4838</b>	<b>1014</b>	<b>1034</b>	<b>472</b>	<b>607</b>	<b>10980</b>	<b>13451</b>	<b>58389</b>	<b>53379</b>

\* for agencies with CM series, these values are added into the GS series

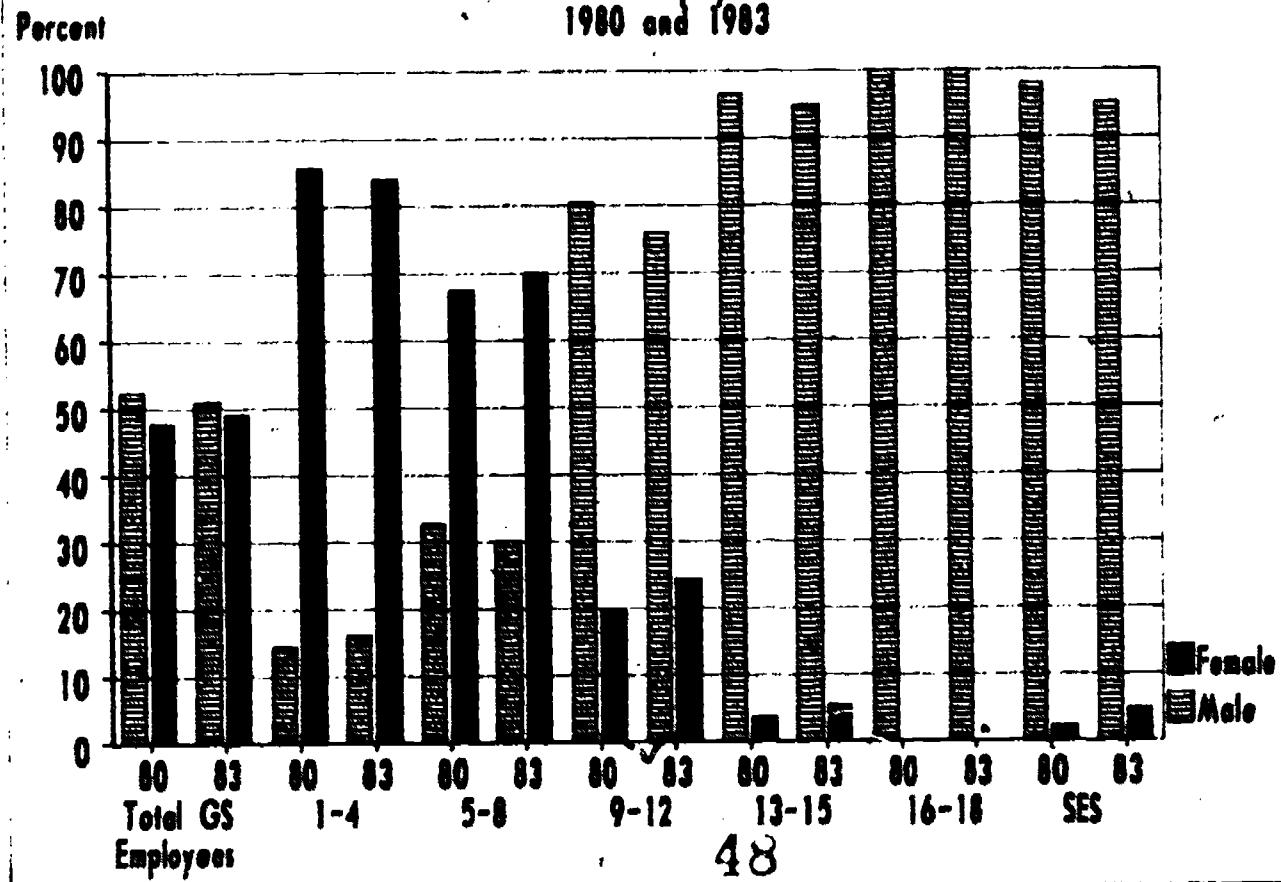
A+

Department of Air Force  
Minority - Non-Minority Employment Profiles  
1980 and 1983

Percent



Department of Air Force  
Male - Female Employment Profiles  
1980 and 1983



Department of Army  
(1980 EMPLOYMENT PROFILE)

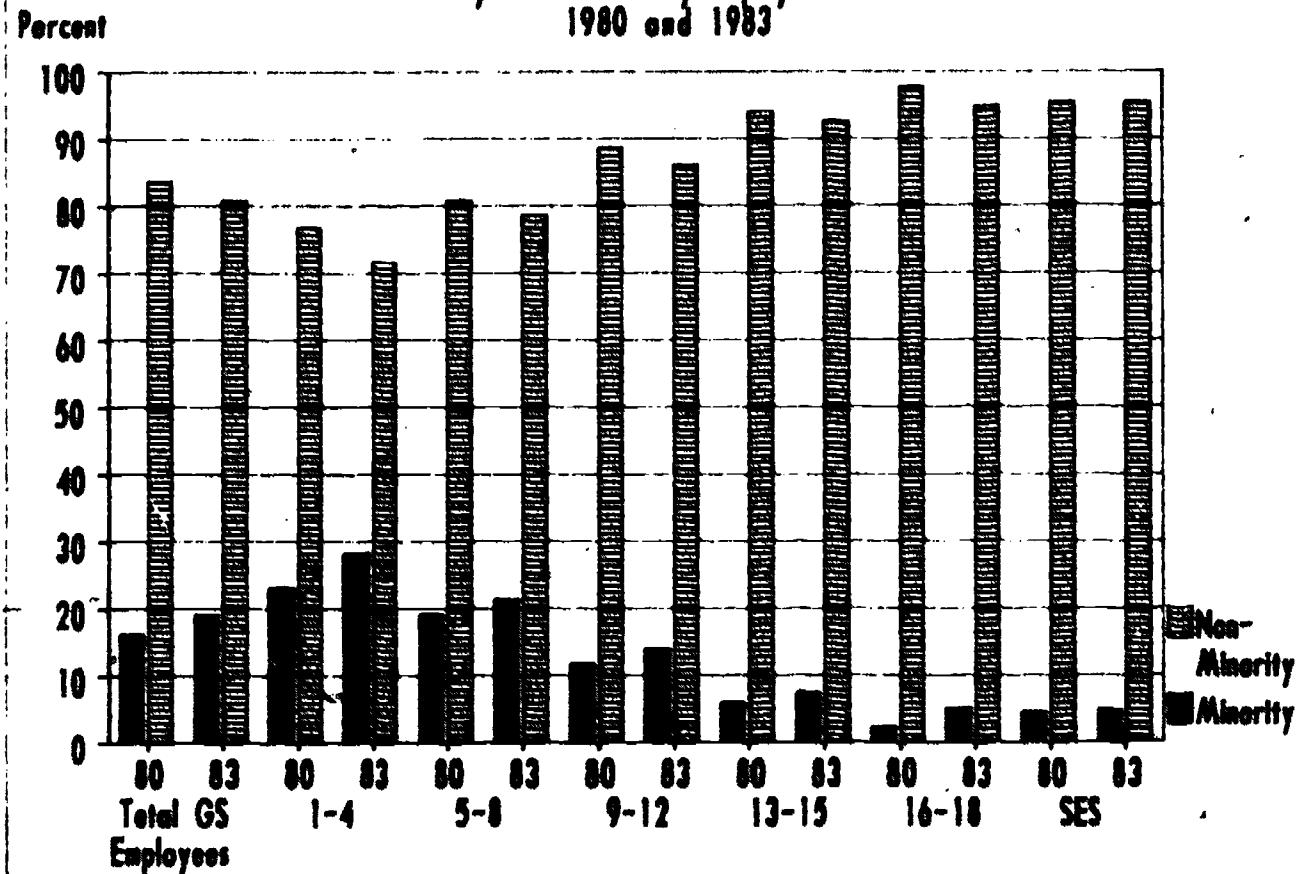
Pay System	Total Employees		Black		Hispanic		Asian American/Pacific Islander		American Indian/Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	89	571	34	136	7	28	0	9	0	0	41	173	48	198
GS-2	596	2532	193	538	50	73	5	22	1	2	249	635	367	1697
GS-3	3102	14524	819	2491	290	524	36	181	6	29	1151	3227	1951	11297
GS-4	6424	23670	1128	3406	572	838	65	238	15	64	1780	4546	4644	10928
SUBTOTAL	10211	46901	2174	6571	919	1465	106	460	22	95	3221	8581	6990	32320
GS-5	8204	23143	1147	3359	534	707	120	251	30	82	1851	4399	6373	18749
GS-6	3490	9187	467	1371	196	247	42	109	11	31	716	1758	2774	7429
GS-7	9370	9751	830	1453	476	241	155	139	58	53	1699	1866	7871	7865
GS-8	1689	1551	198	233	70	36	22	14	7	3	294	286	1595	1065
SUBTOTAL	22753	43432	2639	6416	1276	1231	339	513	86	149	4340	8309	18413	35123
GS-9	13033	7813	815	1019	496	106	259	152	65	20	1635	1377	11398	6436
GS-10	1297	520	95	36	35	7	13	10	6	1	149	52	1148	268
GS-11	18834	4969	903	715	567	96	415	66	67	19	1952	896	16882	4073
GS-12	22150	2656	773	368	432	27	456	27	65	9	1726	431	20429	2225
SUBTOTAL	55314	15758	2586	2836	1530	316	1143	255	203	49	5462	2756	49852	15002
GS-13	12428	707	377	80	185	7	180	9	27	1	769	97	11659	610
GS-14	5389	167	128	12	68	2	76	7	10	1	282	22	5107	145
GS-15	1890	37	29	2	14	0	14	4	7	0	64	6	1626	31
SUBTOTAL	19707	911	534	94	267	9	270	20	46	2	1115	125	18592	786
GS-16	36	3	1	0	0	0	0	0	0	0	1	0	35	3
GS-17	3	0	0	0	0	0	0	0	0	0	0	0	3	0
GS-18	1	0	0	0	0	0	0	0	0	0	0	0	1	0
SUBTOTAL	40	3	1	0	0	0	0	0	0	0	1	0	39	3
SES	261	5	8	1	0	0	0	2	0	1	11	1	250	4
TOTAL	108266	101010	7942	15218	3992	3021	1860	1238	356	295	14150	19772	44136	81238

Department of Army  
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black	Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority		
	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS-1	179	848	51	217	8	15	4	15	2	4	65	251	114	597
GS-2	832	2285	219	485	51	87	28	94	10	28	308	696	524	1591
GS-3	3994	16485	1061	3850	342	725	78	390	40	149	1533	5114	2461	11491
GS-4	7785	26213	1490	4720	652	1033	100	418	74	192	2314	6333	5464	19850
SUBTOTAL	12790	45951	2821	9272	1073	1860	202	917	126	373	4222	12422	8568	33529
GS-5	9330	26248	1594	4155	630	945	155	590	59	217	2438	5705	6892	20565
GS-6	3761	10598	539	1634	239	501	57	151	41	68	676	2154	2885	8444
GS-7	9711	11631	1009	1723	495	362	168	192	72	97	1764	2374	7967	9457
GS-8	1656	1598	192	280	83	42	51	15	10	10	316	347	1340	1251
SUBTOTAL	24456	50295	3334	7792	1447	1648	411	748	182	392	5574	10580	19064	39715
GS-9	14456	10795	1195	1522	632	516	325	261	125	59	2277	2158	12181	8657
GS-10	1221	362	90	39	35	7	9	10	13	5	147	61	1074	301
GS-11	20464	7369	1176	1044	769	205	514	128	135	41	2594	1418	17820	5951
GS-12	25756	4187	1073	641	588	55	696	59	125	18	2482	773	23274	3414
SUBTOTAL	61919	22713	3534	5246	2024	583	1544	458	398	123	7500	410	54419	18503
GS-13	13029	1652	429	152	267	9	255	15	66	1	997	157	12032	895
GS-14	5981	302	168	25	83	3	114	12	24	1	589	34	5592	263
GS-15	2260	54	43	3	16	1	22	2	7	0	88	6	2172	48
SUBTOTAL	21270	1408	640	158	346	13	391	29	97	2	1474	202	19796	1206
GS-16	32	3	2	0	0	0	0	0	0	0	2	0	30	3
GS-17	2	0	0	0	0	0	0	0	0	0	0	0	2	0
GS-18	2	0	0	0	0	0	0	0	0	0	0	0	2	0
SUBTOTAL	36	3	2	0	0	0	0	0	0	0	2	0	34	3
SES	330	11	12	1	1	0	1	0	1	0	15	1	315	10
TOTAL	120803	120381	18348	20469	4891	4104	2567	2152	804	893	18587	27615	102216	92766

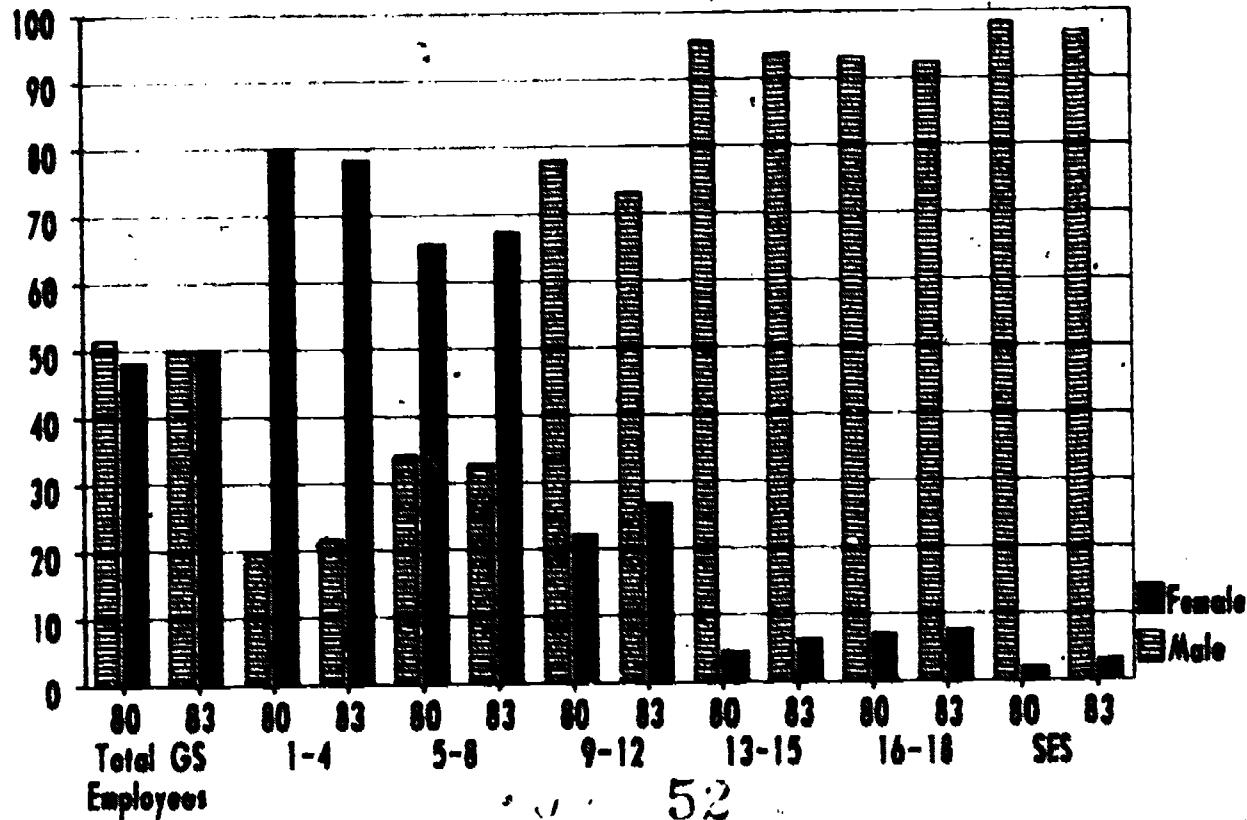
\* for agencies with GS series, these values are added into the GS series

Department of Army  
Minority - Non-Minority Employment Profiles  
1980 and 1983



Department of Army  
Male - Female Employment Profiles  
1980 and 1983

Percent



**Department of Commerce  
(1980 EMPLOYMENT PROFILE)**

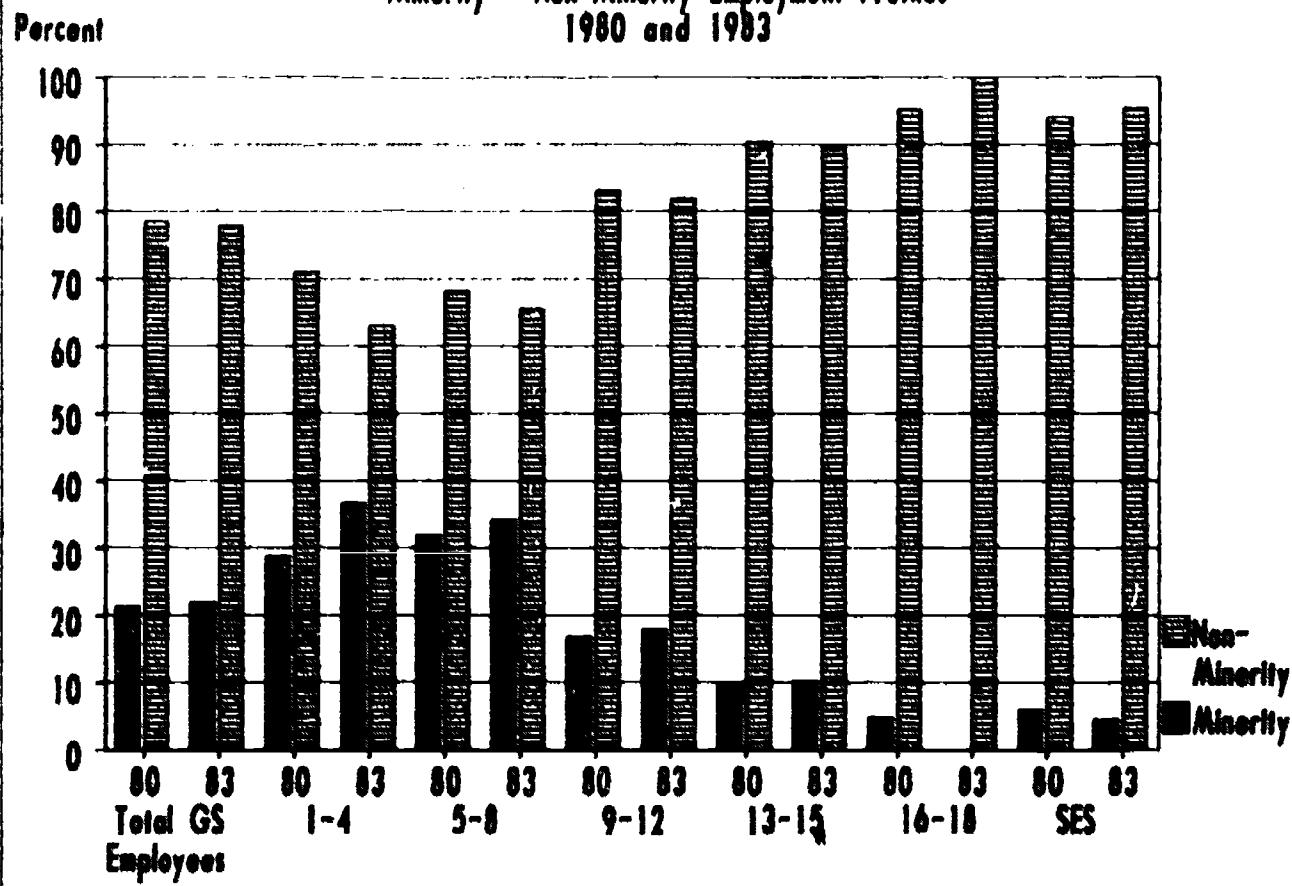
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	109	245	12	24	6	18	0	2	0	0	18	41	91	201
GS-2	258	896	90	383	6	12	6	1	1	0	103	396	155	500
GS-3	718	3015	165	603	17	49	7	15	2	4	191	669	527	2346
GS-4	697	2330	160	701	21	45	15	19	5	8	199	771	498	1859
SUBTOTAL	1782	4406	427	1711	50	122	26	36	8	12	511	1880	1271	4604
GS-5	798	2800	173	780	27	57	6	4	1	4	207	845	503	1743
GS-6	350	1635	107	498	11	29	1	15	1	2	120	542	230	1095
GS-7	919	1578	164	489	33	61	11	15	2	3	210	548	709	1030
GS-8	268	408	70	160	4	6	4	4	1	2	79	172	264	236
SUBTOTAL	2347	6209	514	1927	76	133	22	36	5	11	616	2107	1731	4102
GS-9	1563	1625	210	294	51	42	31	15	5	2	297	353	1266	672
GS-10	942	52	94	27	31	1	11	1	4	0	90	29	852	53
GS-11	2628	768	195	186	60	32	35	17	12	6	310	241	2318	547
GS-12	2969	711	205	149	49	16	47	17	6	1	387	163	2662	528
SUBTOTAL	8182	2606	654	654	199	91	120	50	27	9	1006	800	7090	1800
GS-13	3130	482	181	96	59	6	60	11	5	0	325	113	2805	369
GS-14	2582	220	111	54	27	4	56	4	3	0	197	44	2325	184
GS-15	1625	95	61	8	16	1	24	1	4	0	185	10	1520	65
SUBTOTAL	7277	805	363	140	102	11	160	16	12	9	627	167	6650	638
GS-16	17	1	0	0	0	0	0	0	0	0	0	0	17	1
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	2	0	1	0	0	0	0	0	0	0	1	0	1	0
SUBTOTAL	20	1	1	0	0	0	0	0	0	0	1	0	19	1
SES	408	27	16	2	1	0	7	8	0	0	24	2	381	25
TOTAL	19933	16134	1965	4436	427	387	339	137	82	32	2785	4962	17150	11172

**Department of Commerce  
(1985 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	14	24	5	12	1	1	1	0	1	0	8	13	6	11
GS-2	90	158	21	78	0	2	1	4	0	1	22	88	68	73
GS-3	272	1122	96	357	3	7	7	7	2	5	108	356	164	766
GS-4	440	1427	119	550	12	15	5	13	1	3	137	561	303	846
<b>SUBTOTAL</b>	<b>816</b>	<b>2731</b>	<b>241</b>	<b>977</b>	<b>16</b>	<b>25</b>	<b>14</b>	<b>24</b>	<b>4</b>	<b>9</b>	<b>275</b>	<b>1035</b>	<b>541</b>	<b>1696</b>
GS-5	948	1988	120	705	16	36	19	17	3	8	158	768	390	1187
GS-6	256	1536	82	425	9	21	5	10	0	3	94	459	162	877
GS-7	605	1296	129	421	16	20	20	22	1	4	176	467	627	829
GS-8	256	397	40	156	8	7	7	2	0	2	55	166	181	251
<b>SUBTOTAL</b>	<b>1843</b>	<b>4904</b>	<b>371</b>	<b>1706</b>	<b>49</b>	<b>86</b>	<b>59</b>	<b>51</b>	<b>4</b>	<b>17</b>	<b>483</b>	<b>1840</b>	<b>1360</b>	<b>3124</b>
GS-9	1179	818	133	233	36	9	48	14	8	4	225	260	954	855
GS-10	858	75	50	18	30	4	14	1	4	1	98	24	760	51
GS-11	2380	741	193	160	54	21	50	16	12	0	309	217	2079	574
GS-12	2863	895	219	206	70	35	65	26	9	2	367	267	2484	678
<b>SUBTOTAL</b>	<b>7278</b>	<b>2526</b>	<b>895</b>	<b>637</b>	<b>196</b>	<b>67</b>	<b>177</b>	<b>87</b>	<b>35</b>	<b>7</b>	<b>999</b>	<b>768</b>	<b>6279</b>	<b>1758</b>
GS-13	2914	477	154	85	50	14	85	15	5	1	294	113	2620	364
GS-14	2403	263	113	35	25	5	67	5	5	1	206	46	2197	197
GS-15	1472	92	46	9	17	2	35	0	4	0	102	11	1370	81
<b>SUBTOTAL</b>	<b>6789</b>	<b>812</b>	<b>313</b>	<b>127</b>	<b>90</b>	<b>21</b>	<b>187</b>	<b>20</b>	<b>12</b>	<b>2</b>	<b>602</b>	<b>170</b>	<b>6187</b>	<b>642</b>
GS-16	12	1	0	0	0	0	0	0	0	0	0	0	12	1
GS-17	1	1	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	3	0	0	0	0	0	0	0	0	0	0	0	16	2
<b>SUBTOTAL</b>	<b>16</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>36</b>	<b>25</b>
SES	381	26	9	1	2	0	6	0	1	0	18	1	363	25
<b>TOTAL</b>	<b>17123</b>	<b>11081</b>	<b>1529</b>	<b>3440</b>	<b>351</b>	<b>199</b>	<b>443</b>	<b>152</b>	<b>54</b>	<b>35</b>	<b>2377</b>	<b>3834</b>	<b>14766</b>	<b>7247</b>

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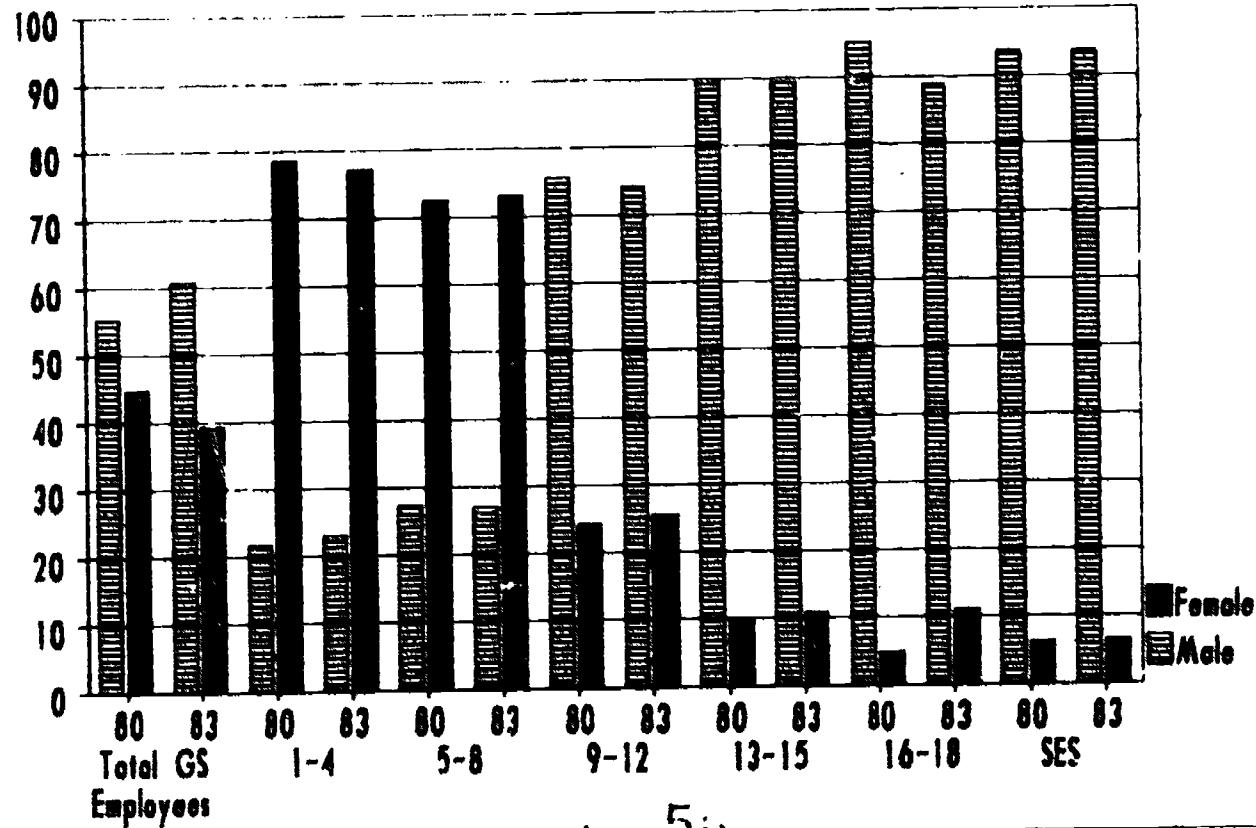
Department Of Commerce  
Minority - Non-Minority Employment Profiles  
1980 and 1983



61

Department Of Commerce  
Male - Female Employment Profiles  
1980 and 1983

Percent



**Department of Education  
(1980 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	4	47	1	24	0	0	0	0	0	0	1	24	8	23
GS-3	39	147	20	88	1	3	0	1	0	0	21	92	16	55
GS-4	40	257	20	155	0	9	0	3	0	2	20	169	20	88
<b>SUBTOTAL</b>	<b>88</b>	<b>461</b>	<b>41</b>	<b>267</b>	<b>1</b>	<b>12</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>2</b>	<b>42</b>	<b>285</b>	<b>46</b>	<b>166</b>
GS-5	59	483	31	234	2	15	0	5	0	0	33	252	26	151
GS-6	30	311	18	180	1	4	1	2	0	0	20	186	10	127
GS-7	85	353	31	168	2	9	1	8	0	2	34	187	51	166
GS-8	10	95	2	58	0	1	0	1	0	0	2	60	8	35
<b>SUBTOTAL</b>	<b>184</b>	<b>1162</b>	<b>82</b>	<b>640</b>	<b>5</b>	<b>25</b>	<b>2</b>	<b>16</b>	<b>0</b>	<b>2</b>	<b>89</b>	<b>683</b>	<b>95</b>	<b>479</b>
GS-9	185	371	33	150	7	6	6	4	1	1	47	160	138	211
GS-10	6	10	1	4	1	0	0	0	0	0	2	4	4	6
GS-11	202	312	49	127	11	9	4	5	1	0	65	141	137	171
GS-12	465	393	89	151	20	17	8	3	4	2	121	173	344	220
<b>SUBTOTAL</b>	<b>858</b>	<b>1086</b>	<b>172</b>	<b>452</b>	<b>39</b>	<b>31</b>	<b>16</b>	<b>12</b>	<b>6</b>	<b>3</b>	<b>235</b>	<b>478</b>	<b>623</b>	<b>608</b>
GS-13	508	281	86	80	21	14	9	4	0	0	116	98	392	183
GS-14	414	126	50	23	11	5	1	0	1	0	65	28	351	96
GS-15	307	51	41	11	13	1	2	0	0	1	56	13	251	38
<b>SUBTOTAL</b>	<b>1229</b>	<b>456</b>	<b>177</b>	<b>114</b>	<b>45</b>	<b>20</b>	<b>12</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>235</b>	<b>139</b>	<b>994</b>	<b>517</b>
GS-16	3	0	0	0	0	0	0	0	0	0	0	0	3	0
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>
<b>SES</b>	<b>44</b>	<b>12</b>	<b>7</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>10</b>	<b>3</b>	<b>34</b>	<b>9</b>
<b>TOTAL</b>	<b>2407</b>	<b>3167</b>	<b>479</b>	<b>1455</b>	<b>92</b>	<b>88</b>	<b>32</b>	<b>37</b>	<b>8</b>	<b>8</b>	<b>611</b>	<b>1588</b>	<b>1796</b>	<b>779</b>

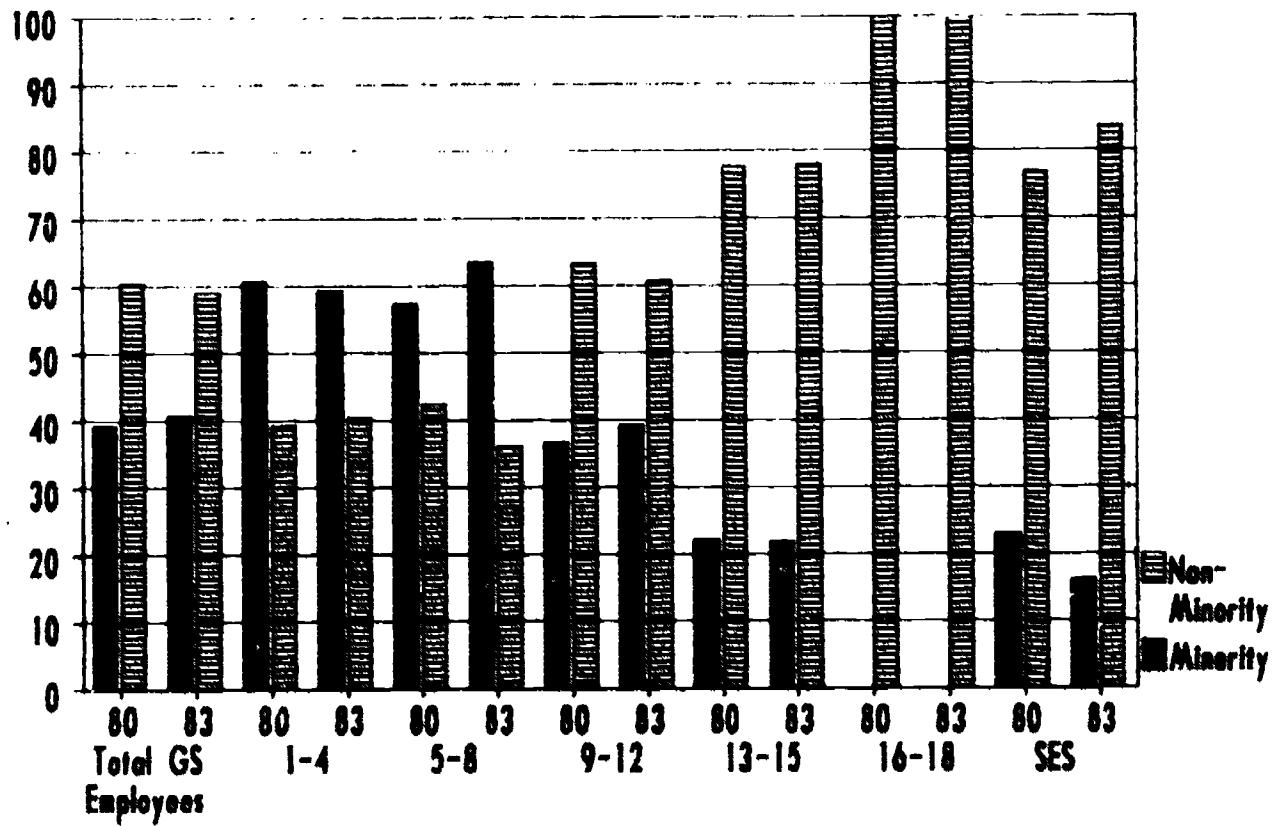
**Department of Education  
(1983 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GS-2	4	18	0	9	0	1	0	0	0	0	0	10	4	6	
GS-3	32	99	14	62	0	0	0	1	0	2	15	64	17	35	
GS-4	32	178	19	99	1	4	0	1	0	3	20	107	12	71	
<b>SUBTOTAL</b>	<b>68</b>	<b>295</b>	<b>33</b>	<b>170</b>	<b>1</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>35</b>	<b>181</b>	<b>33</b>	<b>114</b>	
GS-5	60	306	28	184	2	8	3	2	0	0	33	194	27	110	
GS-6	25	257	15	166	0	5	1	2	0	1	16	174	9	83	
GS-7	67	295	32	183	2	4	2	2	0	1	36	190	31	105	
GS-8	3	83	2	53	0	0	0	0	0	0	2	53	1	30	
<b>SUBTOTAL</b>	<b>155</b>	<b>939</b>	<b>77</b>	<b>586</b>	<b>4</b>	<b>17</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>2</b>	<b>87</b>	<b>611</b>	<b>68</b>	<b>328</b>	
GS-9	88	188	23	99	3	5	1	2	1	1	28	107	60	81	
GS-10	5	7	1	2	0	0	0	0	0	0	1	2	4	5	
GS-11	140	279	40	115	4	9	4	7	1	2	51	153	89	146	
GS-12	522	469	106	184	22	14	12	4	3	0	145	202	379	267	
<b>SUBTOTAL</b>	<b>755</b>	<b>943</b>	<b>170</b>	<b>400</b>	<b>31</b>	<b>28</b>	<b>17</b>	<b>13</b>	<b>5</b>	<b>3</b>	<b>223</b>	<b>444</b>	<b>532</b>	<b>499</b>	
GS-13	476	260	68	81	21	13	11	7	3	0	103	101	373	159	
GS-14	355	119	45	20	7	3	5	1	1	0	58	24	297	95	
GS-15	227	45	19	7	10	1	2	0	0	0	31	8	196	37	
<b>SUBTOTAL</b>	<b>1058</b>	<b>420</b>	<b>132</b>	<b>168</b>	<b>38</b>	<b>17</b>	<b>18</b>	<b>8</b>	<b>4</b>	<b>0</b>	<b>192</b>	<b>133</b>	<b>866</b>	<b>291</b>	
GS-16	1	0	0	0	0	0	0	0	0	0	0	0	1	0	
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>SUBTOTAL</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	
SES	41	6	5	2	2	0	0	0	1	0	6	2	35	6	
<b>TOTAL</b>	<b>1</b>	<b>2078</b>	<b>2609</b>	<b>415</b>	<b>1266</b>	<b>76</b>	<b>67</b>	<b>42</b>	<b>28</b>	<b>10</b>	<b>10</b>	<b>543</b>	<b>1371</b>	<b>1535</b>	<b>1258</b>

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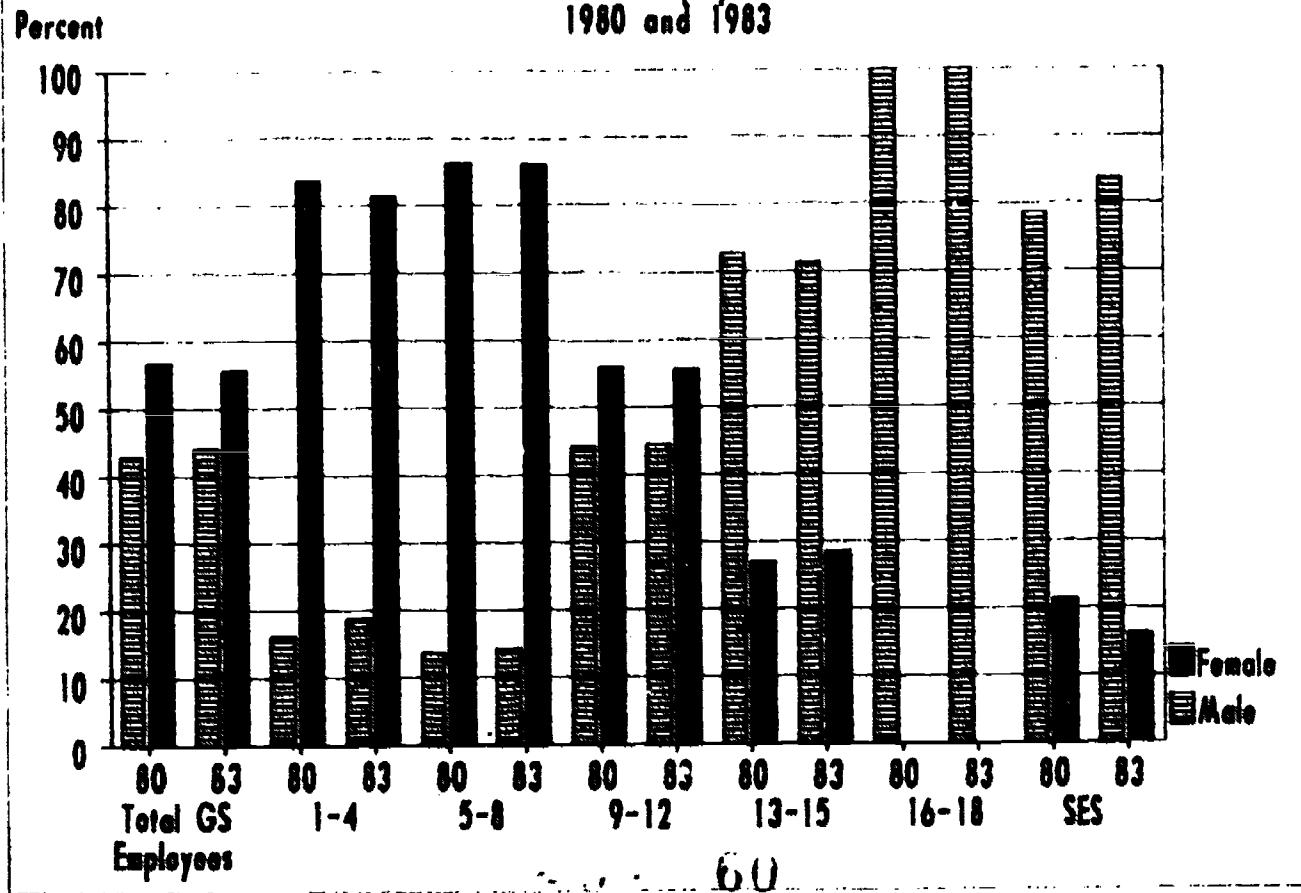
Department Of Education  
Minority - Non-Minority Employment Profiles  
1980 and 1983

Percent



55

Department Of Education  
Male - Female Employment Profiles  
1980 and 1983



**Department of Energy  
(1980 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	1	15			3	0	1	0	0	0	1	4	0	11
GS-2	12	55	4	20	0	3	0	0	0	0	9	23	8	32
GS-3	80	278	23	65	7	11	0	1	1	1	31	78	49	200
GS-4	163	619	34	144	29	27	2	5	5	5	65	161	98	438
<b>SUBTOTAL</b>	<b>256</b>	<b>967</b>	<b>62</b>	<b>232</b>	<b>31</b>	<b>42</b>	<b>2</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>101</b>	<b>286</b>	<b>155</b>	<b>621</b>
GS-5	275	1022	35	205	52	67	1	17	7	3	95	272	180	750
GS-6	296	979	25	259	101	41	1	11	7	11	134	322	162	657
GS-7	546	1001	60	296	39	19	14	17	10	4	129	266	423	715
GS-8	139	305	11	73	8	6	2	3	1	0	22	82	117	223
<b>SUBTOTAL</b>	<b>1256</b>	<b>3307</b>	<b>131</b>	<b>783</b>	<b>200</b>	<b>115</b>	<b>18</b>	<b>48</b>	<b>25</b>	<b>18</b>	<b>374</b>	<b>962</b>	<b>882</b>	<b>2345</b>
GS-9	707	551	57	104	23	11	7	15	3	1	90	131	617	420
GS-10	80	39	3	7	3	1	0	0	0	0	6	8	74	31
GS-11	1085	486	63	76	29	9	18	7	13	5	125	97	962	389
GS-12	1903	451	89	52	46	14	52	9	10	2	197	77	1706	374
<b>SUBTOTAL</b>	<b>3775</b>	<b>1527</b>	<b>212</b>	<b>239</b>	<b>101</b>	<b>35</b>	<b>77</b>	<b>31</b>	<b>26</b>	<b>8</b>	<b>416</b>	<b>313</b>	<b>3359</b>	<b>1214</b>
GS-13	2333	552	79	48	66	5	60	8	7	0	212	61	2121	291
GS-14	1952	188	60	13	20	1	38	0	4	1	122	15	1650	173
GS-15	1647	92	43	10	15	1	10	2	2	0	70	13	1577	79
<b>SUBTOTAL</b>	<b>5932</b>	<b>632</b>	<b>182</b>	<b>71</b>	<b>101</b>	<b>7</b>	<b>106</b>	<b>10</b>	<b>13</b>	<b>1</b>	<b>404</b>	<b>89</b>	<b>5526</b>	<b>543</b>
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
SES	531	19	13	5	3	0	4	0	2	0	22	3	509	16
<b>TOTAL</b>	<b>11750</b>	<b>6452</b>	<b>600</b>	<b>1328</b>	<b>436</b>	<b>197</b>	<b>209</b>	<b>95</b>	<b>72</b>	<b>33</b>	<b>1317</b>	<b>1653</b>	<b>10433</b>	<b>4799</b>

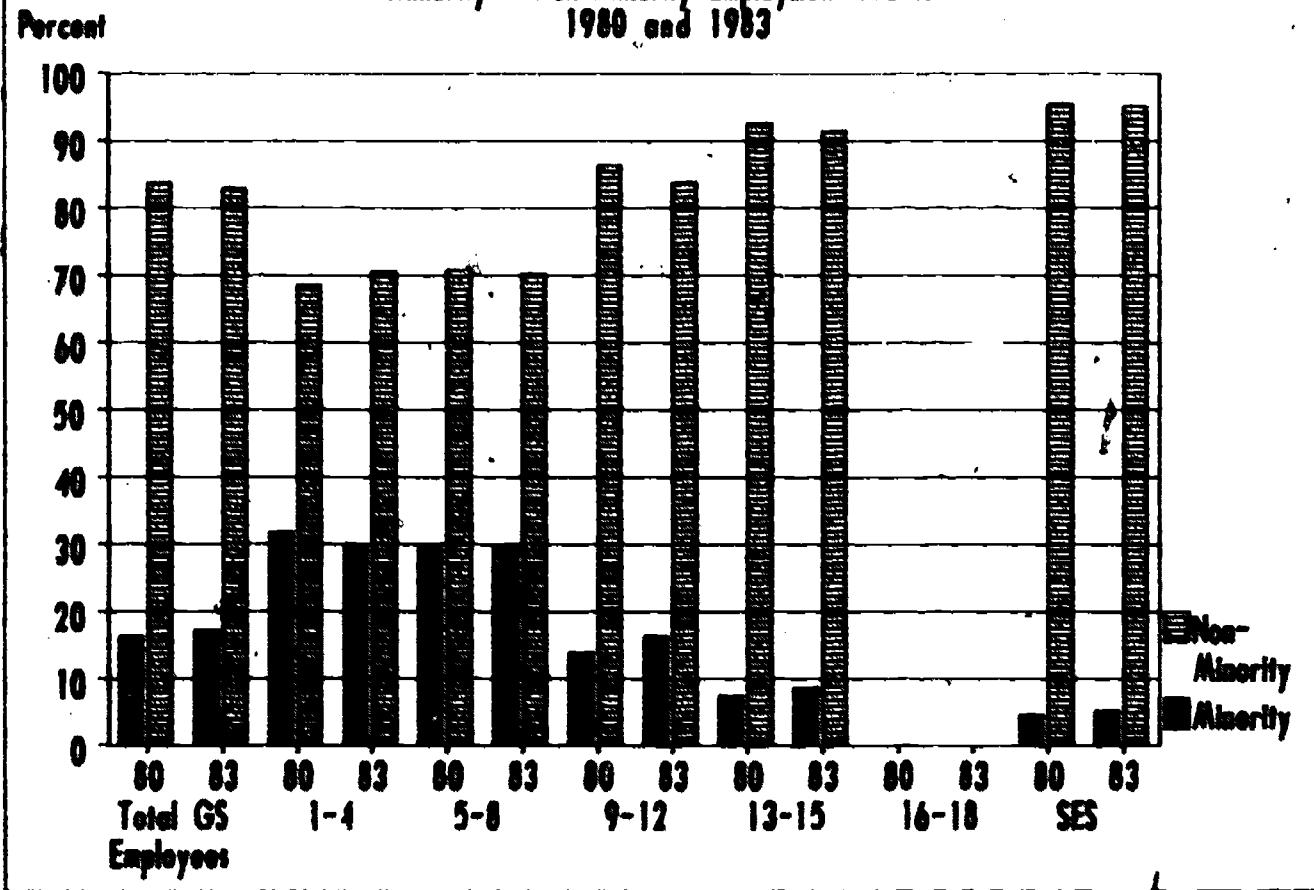
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Department of Energy  
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/Pacific Islander		American Indian/Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	9	0	1	0	0	0	0	0	0	0	1	0	0
GS-2	15	27	4	6	1	0	0	1	0	0	5	7	10	20
GS-3	56	168	9	35	6	4	1	4	1	4	17	47	19	121
GS-4	87	499	26	86	15	30	0	6	0	8	41	130	46	369
SUBTOTAL	158	705	39	128	22	34	1	11	1	12	63	185	75	513
GS-5	240	955	30	159	57	54	4	20	14	5	105	238	135	715
GS-6	118	890	17	244	21	47	0	10	3	5	41	304	77	584
GS-7	396	912	39	235	38	32	6	6	3	9	86	282	308	630
GS-8	94	250	6	63	4	6	1	2	3	1	14	72	80	178
SUBTOTAL	840	3305	92	701	120	139	13	38	23	20	248	898	600	2107
GS-9	482	422	37	89	26	25	6	11	8	6	79	131	603	291
GS-10	62	19	1	3	3	0	1	0	1	0	6	3	56	16
GS-11	828	479	58	69	29	14	15	17	8	3	110	103	718	376
GS-12	1616	460	90	58	49	12	52	8	10	1	201	77	1415	381
SUBTOTAL	2988	1380	186	219	109	49	74	36	27	12	346	31	2597	1064
GS-13	2084	331	77	42	61	7	67	13	5	0	210	62	1874	269
GS-14	1627	186	57	12	25	1	27	2	8	0	117	1	1510	169
GS-15	1263	111	34	11	14	1	11	1	1	0	60	1	1205	98
SUBTOTAL	4974	626	168	65	100	9	105	16	14	0	567	90	4587	536
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	468	31	11	3	5	0	4	0	2	0	22	3	446	28
TOTAL	9616	5745	496	1116	356	231	197	101	67	44	1116	1492	8200	9253

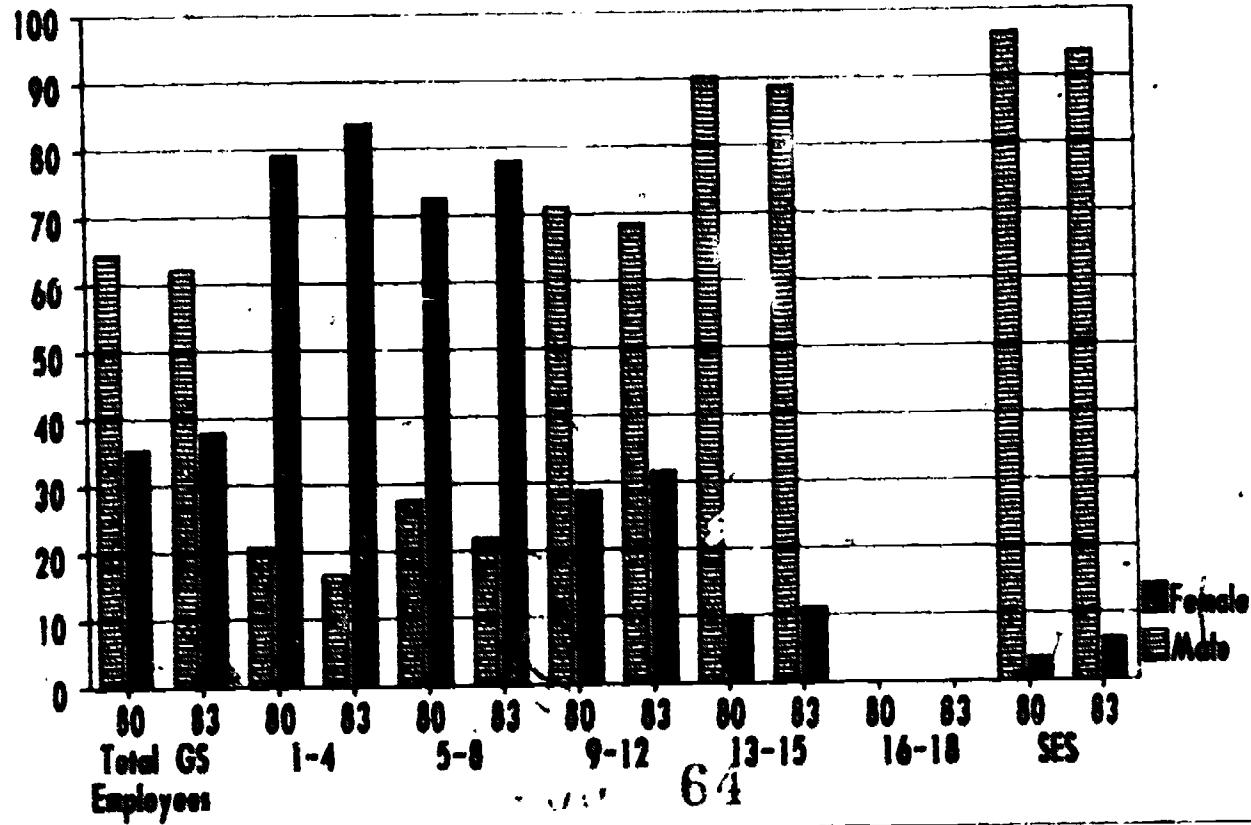
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Department of Energy  
Minority - Non-Minority Employment Profiles  
1980 and 1983



Department of Energy  
Male - Female Employment Profiles  
1980 and 1983

Percent



**Department of Health & Human Services  
(1980 EMPLOYMENT PROFILE)**

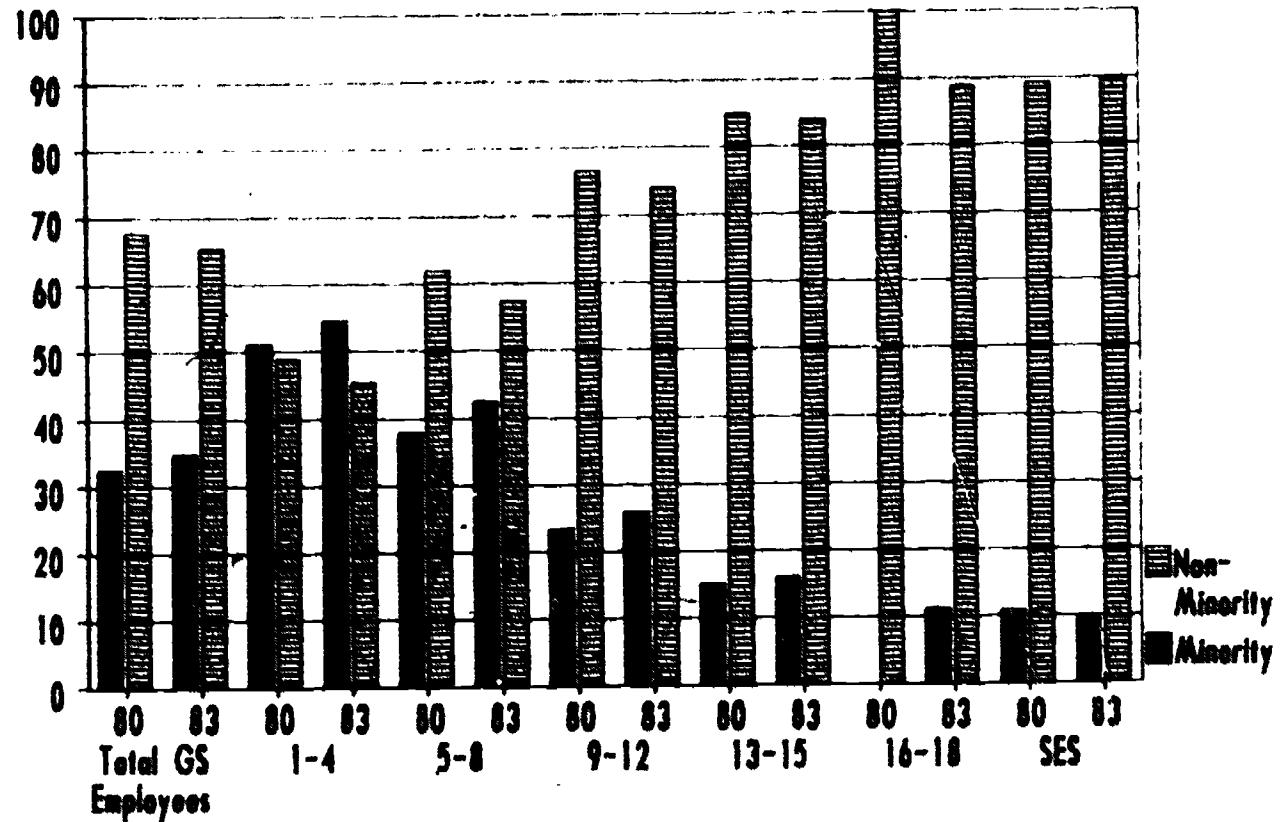
Pay System	Total Employees		Black	Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non Minority		
	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS-1	78	226	32	78	7	29	2	5	1	8	42	120	56	106
GS-2	287	1154	155	491	19	72	4	8	8	93	186	664	101	472
GS-3	960	5194	368	1852	76	444	14	62	97	978	550	3036	410	2158
GS-4	2383	15366	922	5450	154	665	40	158	101	1077	1217	7527	166	8039
<b>SUBTOTAL</b>	<b>3708</b>	<b>21942</b>	<b>1474</b>	<b>7571</b>	<b>254</b>	<b>1210</b>	<b>60</b>	<b>210</b>	<b>207</b>	<b>2156</b>	<b>1995</b>	<b>11147</b>	<b>1713</b>	<b>10749</b>
GS-5	2413	12139	702	4035	150	425	35	117	148	974	1033	5551	1380	6508
GS-6	1861	6989	345	2095	46	226	20	80	77	260	538	2661	623	4326
GS-7	2731	12045	608	2638	180	515	45	191	127	272	952	3616	1779	8474
GS-8	1264	5256	244	1122	23	57	16	28	20	27	503	1234	961	2002
<b>SUBTOTAL</b>	<b>7409</b>	<b>34609</b>	<b>1961</b>	<b>9890</b>	<b>199</b>	<b>1223</b>	<b>114</b>	<b>616</b>	<b>372</b>	<b>1555</b>	<b>2826</b>	<b>13062</b>	<b>4623</b>	<b>21347</b>
GS-9	5254	7249	479	1670	124	193	42	170	129	280	774	2113	2480	5136
GS-10	6014	8256	312	1576	325	497	73	148	27	91	737	2312	5277	5544
GS-11	5198	5387	548	1270	212	145	81	102	126	175	967	1692	4231	3695
GS-12	6952	5865	670	918	221	96	96	66	98	85	1005	1163	5867	2722
<b>SUBTOTAL</b>	<b>21618</b>	<b>29777</b>	<b>2009</b>	<b>8234</b>	<b>682</b>	<b>931</b>	<b>292</b>	<b>486</b>	<b>360</b>	<b>629</b>	<b>3565</b>	<b>7280</b>	<b>1755</b>	<b>17497</b>
GS-13	6585	2186	506	398	156	79	130	57	82	21	874	550	5711	1636
GS-14	5795	845	278	132	83	15	75	26	41	8	477	181	3318	664
GS-15	2762	394	184	68	59	16	55	22	20	2	313	100	2449	276
<b>SUBTOTAL</b>	<b>13162</b>	<b>3427</b>	<b>968</b>	<b>590</b>	<b>293</b>	<b>105</b>	<b>260</b>	<b>105</b>	<b>143</b>	<b>31</b>	<b>1664</b>	<b>831</b>	<b>11478</b>	<b>25%</b>
GS-16	11	0	0	0	0	0	0	0	0	0	0	0	11	0
GS-17	2	0	0	0	0	0	0	0	0	0	0	0	2	0
GS-18	2	0	0	0	0	0	0	0	0	0	0	0	2	0
<b>SUBTOTAL</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>0</b>
SES	451	78	29	11	8	1	0	6	2	0	39	18	412	60
<b>TOTAL</b>	<b>6185</b>	<b>84633</b>	<b>6421</b>	<b>23296</b>	<b>1836</b>	<b>3470</b>	<b>726</b>	<b>1223</b>	<b>1104</b>	<b>4349</b>	<b>10067</b>	<b>32358</b>	<b>36096</b>	<b>51295</b>

**Department of Health & Human Services  
(1985 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/Pacific Islander		American Indian/Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	15	51	8	33	1	1	0	0	0	1	9	35	4	16
GS-2	134	478	47	140	13	29	5	9	4	61	69	239	65	239
GS-3	817	3027	317	1179	72	493	11	48	78	671	478	2391	339	1636
GS-4	1953	13572	751	5260	127	731	28	122	92	1131	948	7244	955	6328
<b>SUBTOTAL</b>	<b>2917</b>	<b>18125</b>	<b>1123</b>	<b>6612</b>	<b>213</b>	<b>1254</b>	<b>44</b>	<b>179</b>	<b>174</b>	<b>1864</b>	<b>1554</b>	<b>9909</b>	<b>1363</b>	<b>8219</b>
GS-5	1862	10075	582	3656	133	431	26	104	122	1075	863	5266	999	4809
GS-6	903	6299	412	2337	34	221	5	56	72	363	523	2877	360	3422
GS-7	2380	12355	614	3126	166	587	49	144	127	315	956	4172	1424	8165
GS-8	1100	3401	228	1248	25	81	18	21	22	51	293	1381	807	2020
<b>SUBTOTAL</b>	<b>6245</b>	<b>32118</b>	<b>1836</b>	<b>18267</b>	<b>358</b>	<b>1320</b>	<b>98</b>	<b>325</b>	<b>343</b>	<b>1784</b>	<b>2635</b>	<b>13696</b>	<b>3610</b>	<b>18414</b>
GS-9	2263	5919	463	1594	112	184	35	125	105	356	715	2057	1548	3862
GS-10	5790	9192	353	1904	363	632	56	139	30	68	802	2743	4992	6449
GS-11	4955	5599	509	1530	222	176	67	120	134	258	932	1864	4623	3735
GS-12	6808	4394	665	1117	259	108	96	79	115	112	1110	1416	5658	2978
<b>SUBTOTAL</b>	<b>19820</b>	<b>25104</b>	<b>1990</b>	<b>5795</b>	<b>931</b>	<b>1100</b>	<b>254</b>	<b>463</b>	<b>384</b>	<b>772</b>	<b>3559</b>	<b>8080</b>	<b>16261</b>	<b>17024</b>
GS-13	6380	2307	508	441	175	88	136	73	75	28	894	630	5486	1677
GS-14	3603	919	260	159	77	20	101	30	48	12	486	221	3117	698
GS-15	2656	372	156	51	56	18	61	20	22	2	275	83	2361	289
<b>SUBTOTAL</b>	<b>12619</b>	<b>5598</b>	<b>924</b>	<b>651</b>	<b>308</b>	<b>110</b>	<b>278</b>	<b>123</b>	<b>145</b>	<b>42</b>	<b>1655</b>	<b>934</b>	<b>10964</b>	<b>2664</b>
GS-16	7	0	0	0	0	0	0	0	0	0	0	0	7	0
GS-17	2	0	1	0	0	0	0	0	0	0	1	0	1	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>9</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>8</b>	<b>0</b>
<b>SES</b>	<b>456</b>	<b>78</b>	<b>25</b>	<b>12</b>	<b>4</b>	<b>1</b>	<b>8</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>38</b>	<b>15</b>	<b>418</b>	<b>63</b>
<b>TOTAL</b>	<b>42066</b>	<b>79618</b>	<b>6099</b>	<b>25267</b>	<b>1814</b>	<b>3795</b>	<b>682</b>	<b>1092</b>	<b>1047</b>	<b>4462</b>	<b>9442</b>	<b>32634</b>	<b>32624</b>	<b>44384</b>

Department Of Health & Human Services  
Minority - Non-Minority Employment Profiles  
1980 and 1983

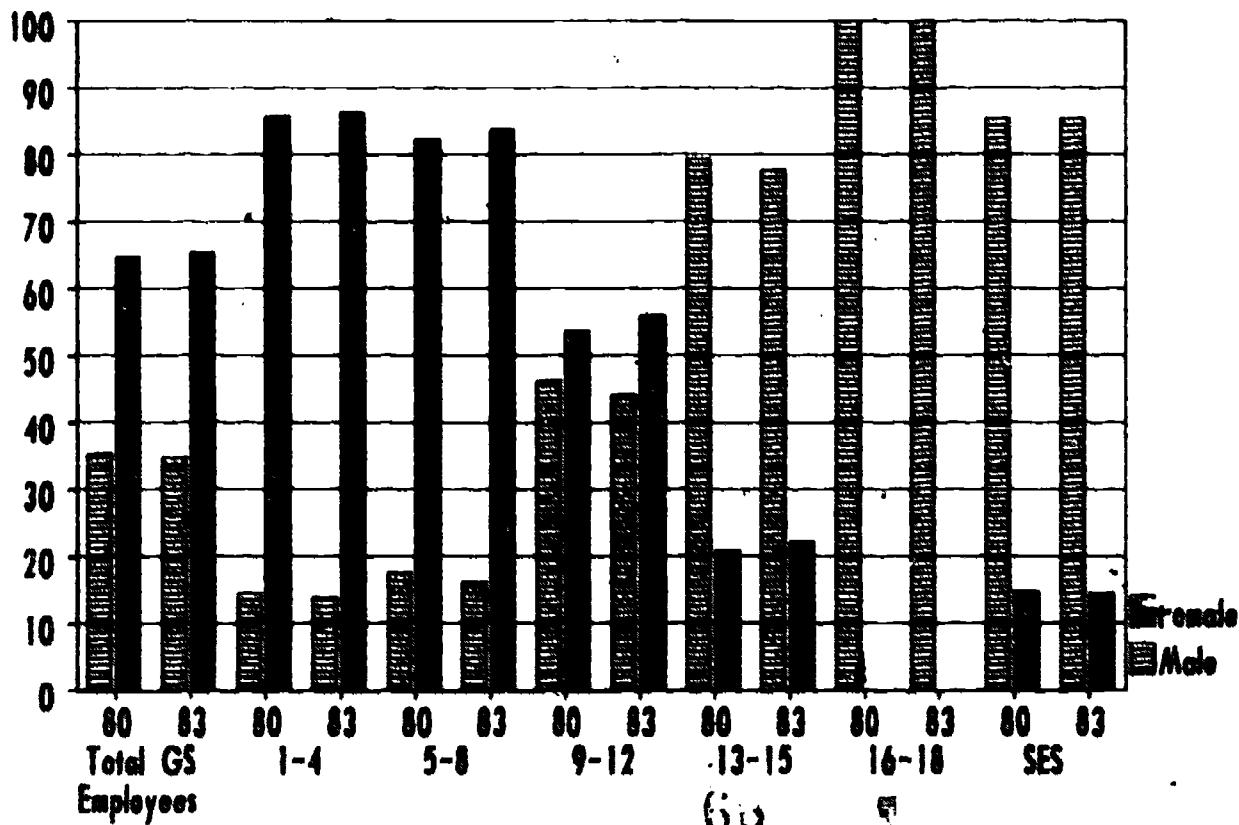
Percent



68

Department Of Health & Human Services  
Male - Female Employment Profiles  
1980 and 1983

Percent



66

7

**Department of Housing & Urban Development  
(1980 EMPLOYMENT PROFILE)**

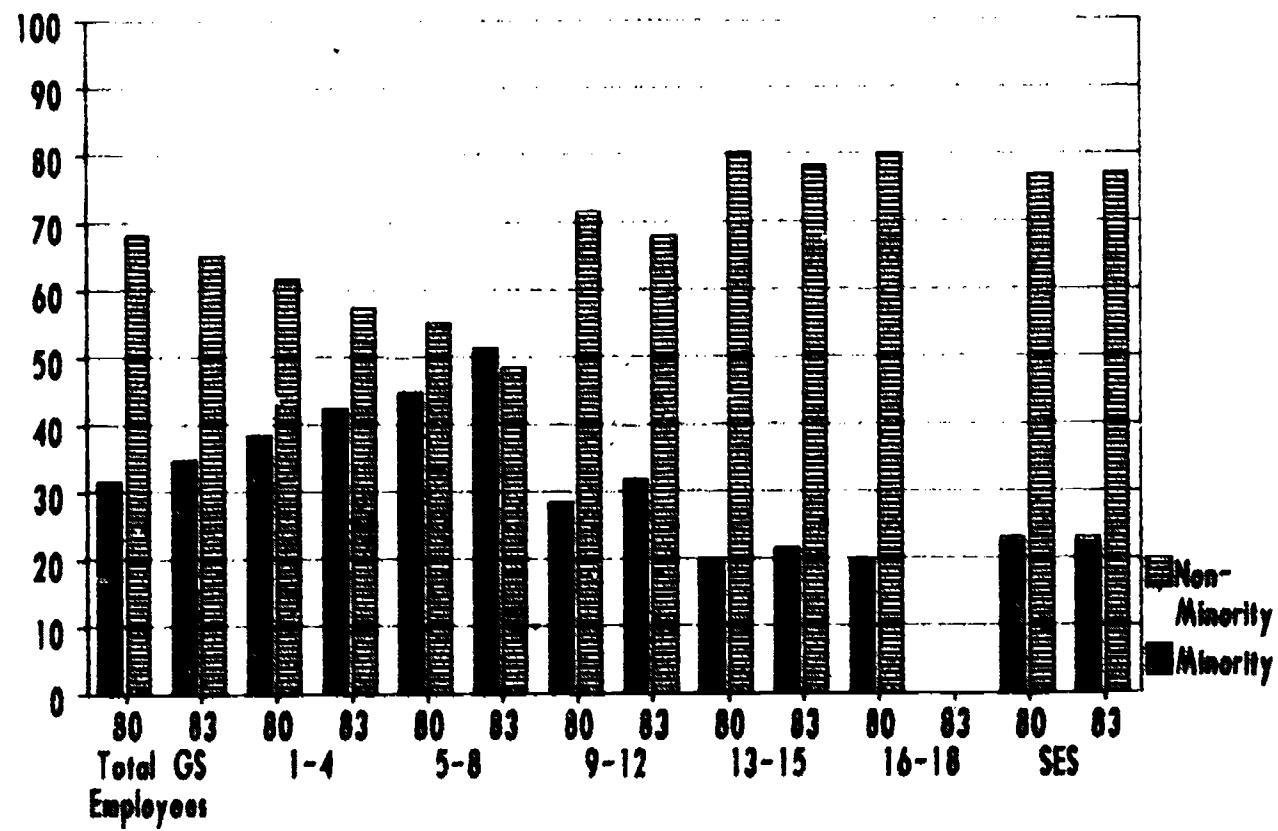
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	4	44	1	7	0	5	0	0	0	0	1	12	3	52
GS-3	44	550	16	104	2	37	0	0	0	0	18	141	26	209
GS-4	153	1240	41	357	20	84	2	13	4	12	67	466	86	774
<b>SUBTOTAL</b>	<b>201</b>	<b>1634</b>	<b>58</b>	<b>448</b>	<b>22</b>	<b>126</b>	<b>2</b>	<b>13</b>	<b>4</b>	<b>12</b>	<b>86</b>	<b>619</b>	<b>115</b>	<b>1015</b>
GS-5	170	1417	55	424	24	80	6	24	0	5	85	533	85	864
GS-6	56	815	23	347	2	28	4	16	1	3	50	394	26	421
GS-7	228	897	66	398	13	25	7	18	0	2	86	443	142	454
GS-8	20	169	8	107	1	5	0	2	0	1	9	115	11	59
<b>SUBTOTAL</b>	<b>474</b>	<b>3248</b>	<b>152</b>	<b>1276</b>	<b>40</b>	<b>138</b>	<b>17</b>	<b>60</b>	<b>1</b>	<b>11</b>	<b>210</b>	<b>1485</b>	<b>264</b>	<b>1813</b>
GS-9	447	656	86	238	55	30	10	15	3	5	154	286	293	370
GS-10	9	24	4	15	0	0	0	0	0	0	9	15	5	9
GS-11	1628	722	210	226	89	54	12	13	10	8	321	281	1307	441
GS-12	2215	648	286	215	129	39	51	10	12	1	478	265	1737	383
<b>SUBTOTAL</b>	<b>4299</b>	<b>2050</b>	<b>586</b>	<b>696</b>	<b>273</b>	<b>103</b>	<b>73</b>	<b>36</b>	<b>25</b>	<b>14</b>	<b>957</b>	<b>867</b>	<b>3342</b>	<b>1203</b>
GS-13	1418	334	183	87	58	9	23	5	11	1	275	102	1142	232
GS-14	799	156	102	40	20	1	9	1	3	0	134	42	65	114
GS-15	551	71	67	15	12	2	2	0	4	0	85	17	466	56
<b>SUBTOTAL</b>	<b>2768</b>	<b>561</b>	<b>352</b>	<b>142</b>	<b>90</b>	<b>12</b>	<b>34</b>	<b>6</b>	<b>18</b>	<b>1</b>	<b>494</b>	<b>161</b>	<b>2274</b>	<b>400</b>
GS-16	2	2	0	0	0	0	0	0	0	0	0	0	2	2
GS-17	1	0	1	0	0	0	0	0	0	0	1	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>
<b>SES</b>	<b>115</b>	<b>19</b>	<b>18</b>	<b>9</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>21</b>	<b>10</b>	<b>94</b>	<b>91</b>
<b>TOTAL</b>	<b>7860</b>	<b>7564</b>	<b>1167</b>	<b>2509</b>	<b>428</b>	<b>380</b>	<b>126</b>	<b>115</b>	<b>48</b>	<b>38</b>	<b>1769</b>	<b>312</b>	<b>6091</b>	<b>4442</b>

**Department of Housing & Urban Development  
(1983 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	1	7	0	1	0	0	0	0	0	0	0	1	1	6
GS-3	16	59	4	20	3	3	0	2	0	1	7	26	9	33
GS-4	117	546	31	173	14	47	2	6	3	5	50	233	67	315
<b>SUBTOTAL</b>	<b>134</b>	<b>612</b>	<b>35</b>	<b>194</b>	<b>17</b>	<b>50</b>	<b>2</b>	<b>10</b>	<b>3</b>	<b>6</b>	<b>57</b>	<b>260</b>	<b>77</b>	<b>352</b>
GS-5	120	1071	45	575	14	70	5	12	0	8	44	469	56	602
GS-6	55	772	19	333	5	39	2	15	0	6	26	391	29	361
GS-7	99	699	40	385	8	14	2	19	0	2	50	420	49	279
GS-8	24	173	12	113	0	4	0	1	0	0	12	118	12	55
<b>SUBTOTAL</b>	<b>298</b>	<b>2715</b>	<b>116</b>	<b>1206</b>	<b>27</b>	<b>131</b>	<b>9</b>	<b>45</b>	<b>0</b>	<b>16</b>	<b>152</b>	<b>1398</b>	<b>146</b>	<b>1317</b>
GS-9	210	419	51	194	14	12	7	8	0	4	72	218	138	201
GS-10	29	42	9	19	2	2	0	0	0	0	11	21	18	21
GS-11	1116	810	160	273	81	39	13	12	10	6	264	330	852	480
GS-12	1995	727	289	243	126	94	47	17	16	7	482	311	1513	416
<b>SUBTOTAL</b>	<b>3350</b>	<b>1998</b>	<b>509</b>	<b>729</b>	<b>225</b>	<b>97</b>	<b>67</b>	<b>37</b>	<b>28</b>	<b>17</b>	<b>829</b>	<b>680</b>	<b>2521</b>	<b>1118</b>
GS-13	1174	337	171	116	53	13	18	5	13	0	255	154	419	203
GS-14	691	131	96	33	17	2	7	2	4	0	124	37	567	94
GS-15	478	69	45	16	7	2	2	0	3	0	57	18	421	51
<b>SUBTOTAL</b>	<b>2343</b>	<b>537</b>	<b>312</b>	<b>165</b>	<b>77</b>	<b>17</b>	<b>27</b>	<b>7</b>	<b>20</b>	<b>0</b>	<b>436</b>	<b>189</b>	<b>1907</b>	<b>348</b>
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
SES	109	17	24	5	1	0	1	0	0	0	26	3	83	14
<b>TOTAL</b>	<b>6234</b>	<b>5679</b>	<b>996</b>	<b>2297</b>	<b>347</b>	<b>295</b>	<b>106</b>	<b>99</b>	<b>51</b>	<b>39</b>	<b>1500</b>	<b>2730</b>	<b>4734</b>	<b>3149</b>

Department Of Housing & Urban Development  
Minority - Non-Minority Employment Profiles  
1980 and 1983

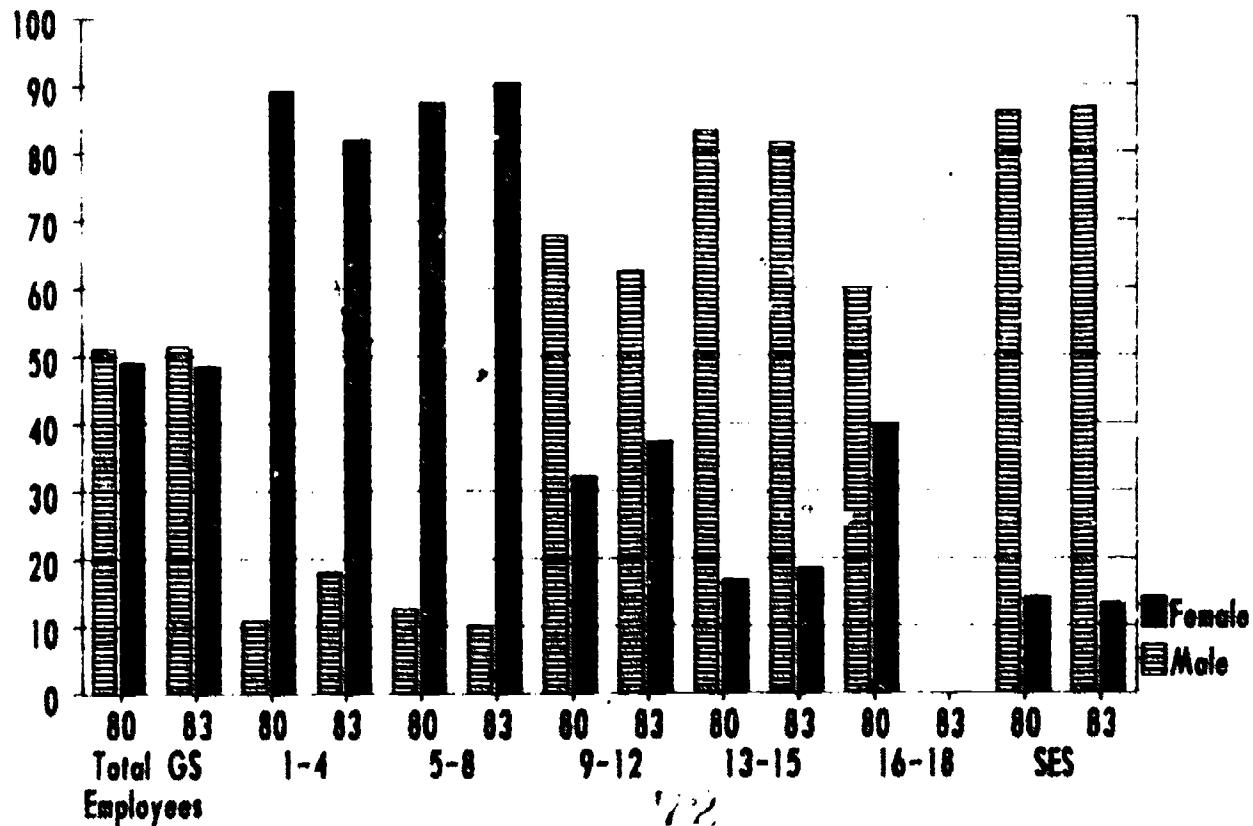
Percent



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Department Of Housing & Urban Development  
Male - Female Employment Profiles  
1980 and 1983

Percent



**Department of Interior  
(1980 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	54	78	3	5	7	5	0	1	18	21	28	32	26	40
GS-2	358	658	11	37	24	24	2	3	129	145	169	209	197	149
GS-3	1079	2159	42	96	42	85	4	10	476	927	564	1120	515	1019
GS-4	2445	4355	93	157	73	117	17	23	1137	2059	1320	2350	1125	1999
<b>SUBTOTAL</b>	<b>5936</b>	<b>7030</b>	<b>149</b>	<b>297</b>	<b>146</b>	<b>231</b>	<b>23</b>	<b>37</b>	<b>1760</b>	<b>3152</b>	<b>2078</b>	<b>3717</b>	<b>1858</b>	<b>3313</b>
GS-5	2656	3523	118	198	97	144	9	29	673	621	897	902	1759	2551
GS-6	1184	1890	60	187	48	109	6	23	274	227	368	546	796	1348
GS-7	2618	1947	110	215	96	72	22	32	384	239	612	558	2006	1359
GS-8	639	274	22	48	34	7	2	1	72	22	130	78	509	196
<b>SUBTOTAL</b>	<b>7097</b>	<b>7638</b>	<b>310</b>	<b>648</b>	<b>275</b>	<b>332</b>	<b>39</b>	<b>85</b>	<b>1403</b>	<b>1109</b>	<b>2627</b>	<b>2174</b>	<b>5070</b>	<b>5404</b>
GS-9	5375	2096	190	148	139	51	40	24	894	559	1268	742	4107	1334
GS-10	376	58	9	3	8	1	5	0	30	3	52	7	374	31
GS-11	6727	1129	133	79	138	26	63	19	650	164	984	248	5743	941
GS-12	6135	615	121	49	159	13	69	8	473	68	752	138	5383	477
<b>SUBTOTAL</b>	<b>18613</b>	<b>3878</b>	<b>453</b>	<b>279</b>	<b>424</b>	<b>91</b>	<b>177</b>	<b>51</b>	<b>2002</b>	<b>774</b>	<b>3056</b>	<b>1195</b>	<b>15557</b>	<b>2683</b>
GS-13	4092	267	82	31	53	5	46	2	22	27	408	65	3684	222
GS-14	2196	106	42	9	21	2	20	1	119	7	202	19	1994	87
GS-15	1123	56	25	2	8	1	14	0	27	5	74	8	1049	48
<b>SUBTOTAL</b>	<b>7611</b>	<b>449</b>	<b>149</b>	<b>42</b>	<b>82</b>	<b>8</b>	<b>80</b>	<b>3</b>	<b>375</b>	<b>39</b>	<b>684</b>	<b>42</b>	<b>6727</b>	<b>357</b>
GS-16	30	1	0	0	0	0	0	0	0	0	0	0	30	1
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	30	1	0	0	0	0	0	0	0	0	0	0	50	1
<b>SUBTOTAL</b>	<b>60</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>60</b>	<b>2</b>
SES	224	16	7	3	3	0	2	0	15	0	27	5	197	13
<b>TOTAL</b>	<b>37341</b>	<b>19013</b>	<b>1068</b>	<b>1269</b>	<b>950</b>	<b>662</b>	<b>321</b>	<b>176</b>	<b>5555</b>	<b>5074</b>	<b>7872</b>	<b>7181</b>	<b>29469</b>	<b>11632</b>

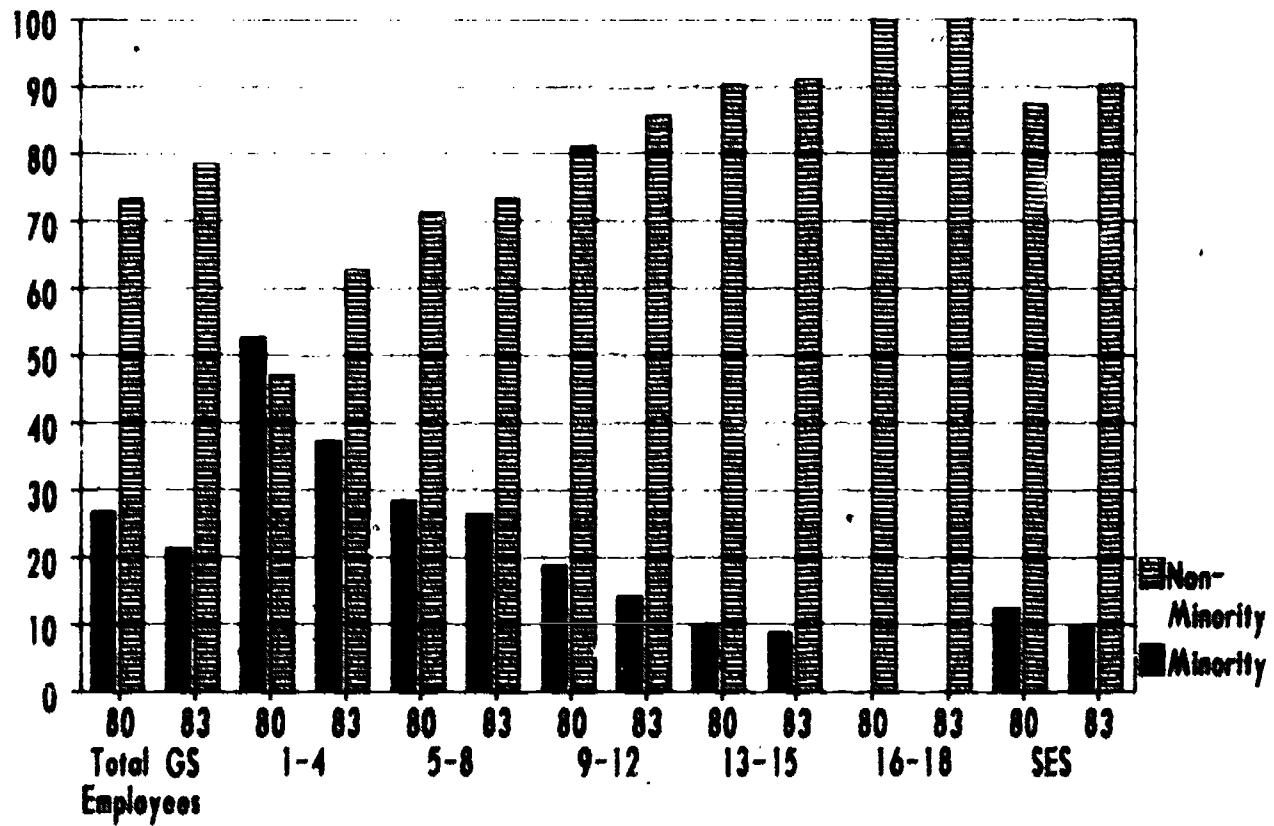
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**Department of Interior  
(1983 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	64	251	5	68	13	35	0	0	6	12	24	115	40	136
GS-2	177	341	20	54	23	45	2	5	26	49	71	153	106	106
GS-3	580	1762	51	159	51	152	4	17	156	458	262	746	326	1056
GS-4	1192	3473	105	295	61	163	12	38	200	695	378	1189	614	2284
<b>SUBTOTAL</b>	<b>2021</b>	<b>5847</b>	<b>181</b>	<b>574</b>	<b>148</b>	<b>375</b>	<b>18</b>	<b>60</b>	<b>388</b>	<b>1194</b>	<b>735</b>	<b>2203</b>	<b>1286</b>	<b>3644</b>
GS-5	2037	4586	132	313	104	223	16	52	276	680	528	1268	1509	3286
GS-6	1185	2366	53	235	55	109	5	48	200	242	373	634	812	1732
GS-7	2060	2123	99	241	95	82	25	27	274	198	493	548	1567	1575
GS-8	638	330	21	53	27	14	4	1	72	22	124	90	514	240
<b>SUBTOTAL</b>	<b>5920</b>	<b>9375</b>	<b>305</b>	<b>892</b>	<b>281</b>	<b>428</b>	<b>50</b>	<b>128</b>	<b>882</b>	<b>1142</b>	<b>1518</b>	<b>2540</b>	<b>4402</b>	<b>6835</b>
GS-9	4346	1733	115	131	171	76	37	23	352	192	655	422	3691	1311
GS-10	421	45	14	5	13	2	4	0	20	2	51	9	370	34
GS-11	6518	1476	123	83	157	46	76	28	406	187	762	344	5756	1132
GS-12	626	970	133	81	157	17	78	15	294	91	682	206	5599	766
<b>SUBTOTAL</b>	<b>17546</b>	<b>4222</b>	<b>585</b>	<b>308</b>	<b>498</b>	<b>141</b>	<b>195</b>	<b>66</b>	<b>1052</b>	<b>472</b>	<b>2130</b>	<b>979</b>	<b>15416</b>	<b>3263</b>
GS-13	1895	276	43	35	27	5	44	5	49	14	163	57	1732	219
GS-14	760	73	12	4	6	0	19	1	13	1	50	6	710	67
GS-15	355	15	5	1	3	0	10	0	2	1	20	2	335	11
<b>SUBTOTAL</b>	<b>3010</b>	<b>362</b>	<b>60</b>	<b>38</b>	<b>36</b>	<b>5</b>	<b>73</b>	<b>6</b>	<b>64</b>	<b>16</b>	<b>233</b>	<b>65</b>	<b>2777</b>	<b>297</b>
GS-16	27	1	0	0	0	0	0	0	0	0	0	0	27	1
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	27	1	0	0	0	0	0	0	0	0	0	0	27	1
<b>SUBTOTAL</b>	<b>54</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>54</b>	<b>2</b>
SES	245	15	8	3	0	0	0	0	14	0	22	3	223	10
<b>TOTAL</b>	<b>28796</b>	<b>19821</b>	<b>939</b>	<b>1757</b>	<b>963</b>	<b>949</b>	<b>336</b>	<b>260</b>	<b>2400</b>	<b>2824</b>	<b>4638</b>	<b>5790</b>	<b>24158</b>	<b>14031</b>

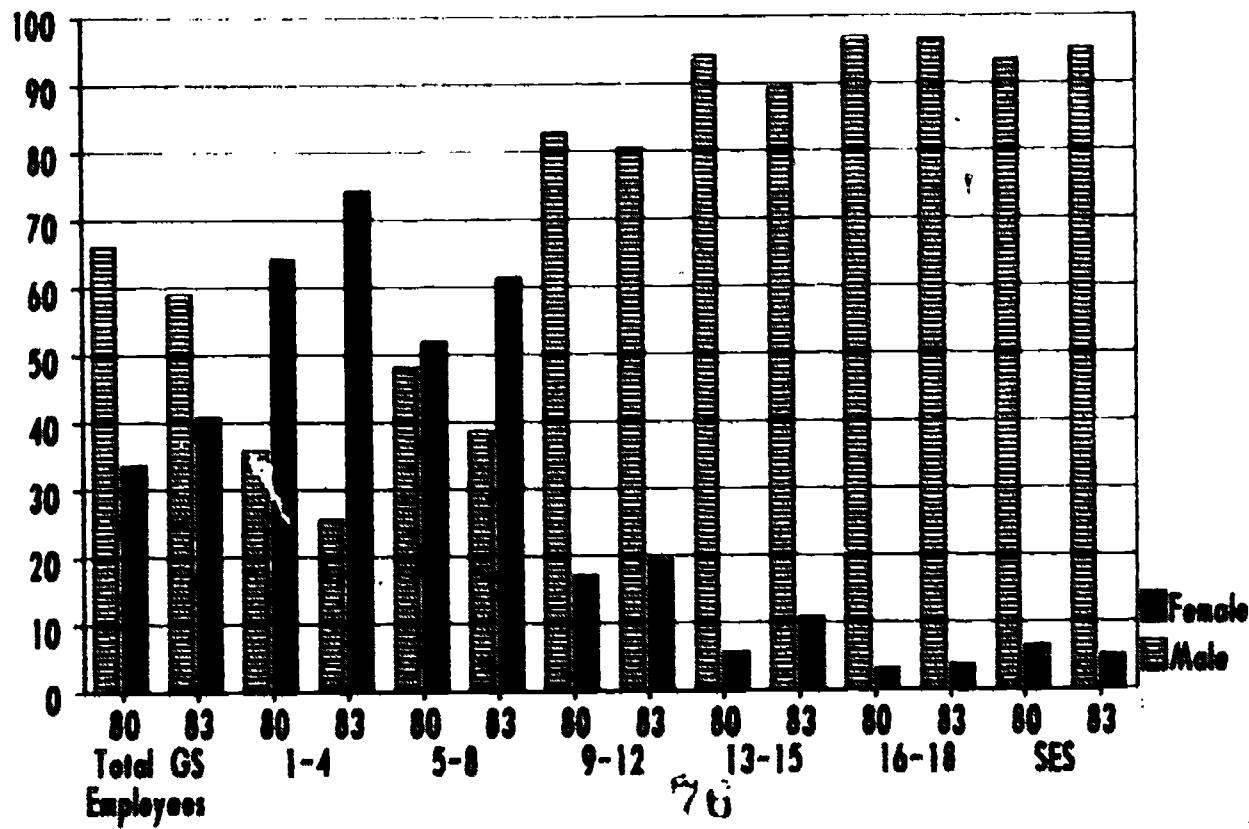
Department Of Interior  
Minority - Non-Minority Employment Profiles  
1980 and 1983

Percent



Department Of Interior  
Male - Female Employment Profiles  
1980 and 1983

Percent



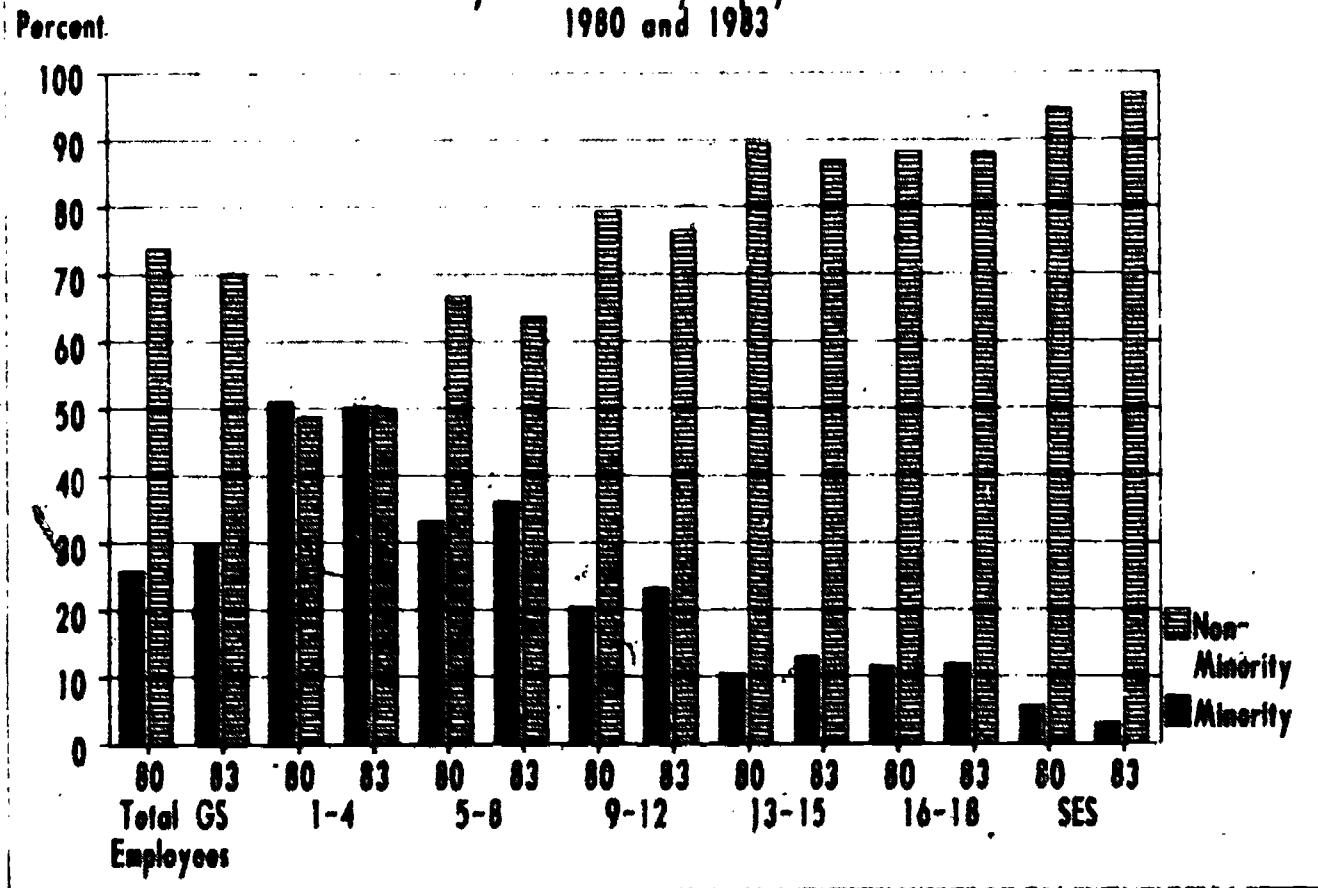
**Department of Justice  
(1980 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	20	58	15	32	0	2	0	0	0	0	15	34	5	24
GS-3	214	521	101	255	55	42	2	2	4	6	140	305	76	216
GS-4	287	1290	111	414	46	125	1	2	9	19	167	542	120	728
<b>SUBTOTAL</b>	<b>521</b>	<b>1869</b>	<b>227</b>	<b>703</b>	<b>79</b>	<b>169</b>	<b>3</b>	<b>4</b>	<b>13</b>	<b>25</b>	<b>322</b>	<b>901</b>	<b>199</b>	<b>968</b>
GS-5	1163	2207	175	553	220	167	3	3	14	29	412	752	751	1455
GS-6	1264	2150	250	511	213	123	3	6	9	26	475	666	789	1464
GS-7	1905	1962	199	551	170	107	7	8	25	30	596	696	1309	1296
GS-8	1153	514	195	164	98	16	7	2	2	8	302	190	831	324
<b>SUBTOTAL</b>	<b>5465</b>	<b>6013</b>	<b>1014</b>	<b>1779</b>	<b>701</b>	<b>413</b>	<b>20</b>	<b>19</b>	<b>30</b>	<b>93</b>	<b>1785</b>	<b>2504</b>	<b>3680</b>	<b>4509</b>
GS-9	4311	1043	380	191	581	75	14	1	22	23	997	288	3314	755
GS-10	85	35	9	6	6	3	1	0	1	0	17	9	68	26
GS-11	2922	598	199	146	199	32	11	4	17	10	426	192	2496	406
GS-12	2552	415	219	83	161	11	11	2	29	7	423	103	2132	312
<b>SUBTOTAL</b>	<b>9870</b>	<b>2091</b>	<b>807</b>	<b>426</b>	<b>947</b>	<b>119</b>	<b>37</b>	<b>7</b>	<b>69</b>	<b>40</b>	<b>1860</b>	<b>592</b>	<b>8010</b>	<b>1499</b>
GS-13	1887	215	118	42	84	8	10	0	17	2	229	52	1658	263
GS-14	1535	180	82	23	66	5	6	0	6	1	136	29	1399	151
GS-15	1061	78	43	6	24	1	3	0	4	1	76	8	967	70
<b>SUBTOTAL</b>	<b>4463</b>	<b>573</b>	<b>243</b>	<b>71</b>	<b>152</b>	<b>14</b>	<b>17</b>	<b>0</b>	<b>27</b>	<b>4</b>	<b>439</b>	<b>89</b>	<b>4024</b>	<b>484</b>
GS-16	23	0	1	0	1	0	0	0	1	0	3	0	20	0
GS-17	9	0	0	0	0	0	1	0	0	0	1	0	8	0
GS-18	2	0	0	0	0	0	0	0	0	0	0	0	2	0
<b>SUBTOTAL</b>	<b>34</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>30</b>	<b>0</b>
SES	204	13	9	1	1	0	0	0	1	0	11	1	193	12
<b>Total</b>	<b>20557</b>	<b>11359</b>	<b>2301</b>	<b>2980</b>	<b>1861</b>	<b>715</b>	<b>78</b>	<b>30</b>	<b>161</b>	<b>162</b>	<b>4421</b>	<b>3687</b>	<b>16136</b>	<b>7472</b>

Department of Justice  
(1985 EMPLOYMENT PROFILE)

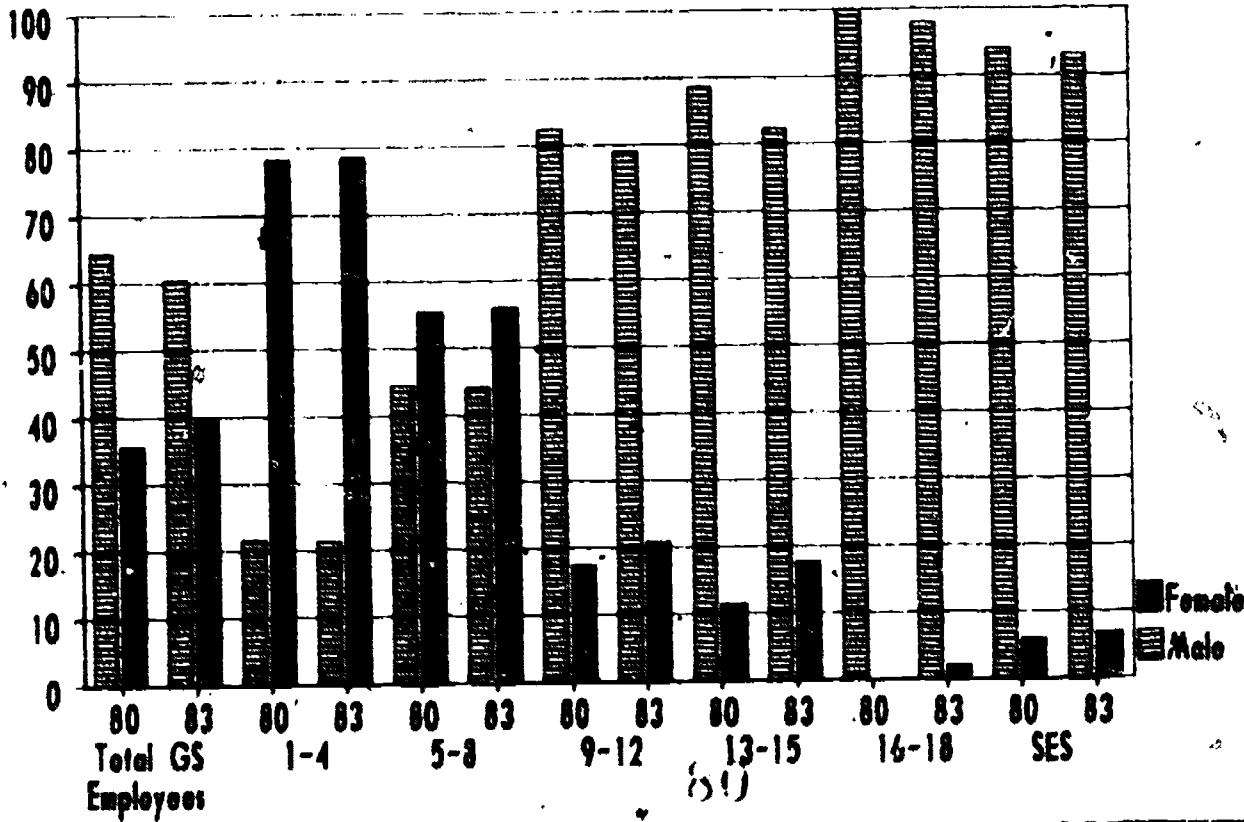
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	11	31	3	14	1	4	0	0	0	0	4	16	7	13
GS-3	152	461	60	195	26	41	0	2	2	14	88	252	64	199
GS-4	296	1204	94	386	41	150	2	3	17	23	154	542	142	642
<b>SUBTOTAL</b>	<b>459</b>	<b>1684</b>	<b>157</b>	<b>595</b>	<b>68</b>	<b>195</b>	<b>2</b>	<b>5</b>	<b>19</b>	<b>37</b>	<b>246</b>	<b>832</b>	<b>213</b>	<b>854</b>
GS-5	937	2071	146	525	212	199	3	9	18	26	379	759	568	1312
GS-6	1185	2137	267	545	217	136	10	6	14	31	508	738	677	1399
GS-7	2220	2178	411	718	261	126	16	8	19	22	787	876	1513	1304
GS-8	1175	589	229	196	108	16	11	3	4	7	352	222	823	367
<b>SUBTOTAL</b>	<b>5517</b>	<b>6975</b>	<b>1053</b>	<b>2004</b>	<b>798</b>	<b>477</b>	<b>40</b>	<b>26</b>	<b>55</b>	<b>86</b>	<b>1946</b>	<b>2593</b>	<b>3571</b>	<b>4382</b>
GS-9	3928	1104	370	245	624	89	15	2	29	10	1058	346	2890	758
GS-10	70	60	8	12	8	4	0	0	2	2	18	18	52	42
GS-11	2979	770	239	180	270	61	13	5	17	9	539	255	2440	515
GS-12	2277	515	175	114	169	21	17	2	17	3	378	140	1699	376
<b>SUBTOTAL</b>	<b>9254</b>	<b>2449</b>	<b>792</b>	<b>551</b>	<b>1071</b>	<b>175</b>	<b>45</b>	<b>9</b>	<b>65</b>	<b>24</b>	<b>1973</b>	<b>759</b>	<b>7281</b>	<b>1690</b>
GS-13	1174	227	96	58	87	6	7	0	13	6	201	48	973	179
GS-14	486	145	26	11	18	5	1	0	3	1	48	17	458	128
GS-15	553	107	15	8	7	2	1	0	5	1	28	11	525	96
<b>SUBTOTAL</b>	<b>2213</b>	<b>479</b>	<b>135</b>	<b>57</b>	<b>112</b>	<b>13</b>	<b>9</b>	<b>0</b>	<b>21</b>	<b>6</b>	<b>277</b>	<b>76</b>	<b>1936</b>	<b>405</b>
GS-16	34	0	9	0	1	0	0	0	1	0	6	0	28	0
GS-17	12	0	0	0	0	0	0	0	0	0	0	0	12	8
GS-18	3	1	0	0	0	0	0	0	0	0	0	0	3	1
<b>SUBTOTAL</b>	<b>49</b>	<b>1</b>	<b>9</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>43</b>	<b>1</b>
<b>SES</b>	<b>232</b>	<b>17</b>	<b>5</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>226</b>	<b>17</b>
<b>TOTAL</b>	<b>17724</b>	<b>11607</b>	<b>2146</b>	<b>3207</b>	<b>2052</b>	<b>860</b>	<b>96</b>	<b>60</b>	<b>162</b>	<b>153</b>	<b>4656</b>	<b>60</b>	<b>13266</b>	<b>7247</b>

Department Of Justice  
Minority - Non-Minority Employment Profiles  
1980 and 1983



Department Of Justice  
Male - Female Employment Profiles  
1980 and 1983

Percent



Department of Labor  
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	3	15	1	7	2	3	0	0	0	0	3	10	0	5
GS-2	18	95	11	46	1	21	0	1	0	0	12	68	6	27
GS-3	146	724	59	255	7	52	1	4	0	2	67	313	79	411
GS-4	223	1292	102	460	19	76	3	8	0	1	124	545	99	747
SUBTOTAL	390	2126	173	768	29	152	4	13	0	3	206	936	184	1190
GS-5	374	1995	100	716	26	94	9	21	1	6	144	859	230	1156
GS-6	89	1191	34	466	2	42	1	17	0	2	37	527	43	664
GS-7	423	955	58	400	30	17	1	14	1	3	90	434	353	521
GS-8	28	159	7	84	1	5	0	3	0	0	8	92	20	67
SUBTOTAL	905	4300	207	1666	59	158	11	55	2	13	279	1842	626	2608
GS-9	689	674	89	207	39	32	3	10	2	3	133	252	556	622
GS-10	8	19	2	10	0	0	0	0	0	0	2	10	6	9
GS-11	1664	810	192	259	66	21	16	10	5	0	279	270	1385	540
GS-12	4273	897	399	270	223	41	28	16	31	4	661	531	3592	566
SUBTOTAL	6654	2400	682	726	328	94	47	36	30	7	1095	863	5539	1537
GS-13	2422	544	277	135	97	12	25	8	18	3	417	158	2005	386
GS-14	1109	178	115	35	92	2	4	4	8	0	169	41	140	157
GS-15	685	86	49	13	19	5	2	0	0	0	90	16	595	70
SUBTOTAL	4216	808	461	183	158	17	31	12	26	3	676	215	3540	593
GS-16	20	1	0	0	0	0	0	0	0	0	0	0	20	1
GS-17	4	1	0	1	0	0	0	0	0	0	0	1	4	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	24	2	0	1	0	0	0	0	0	0	0	1	24	1
SES	198	22	20	7	4	0	1	0	3	0	20	7	120	15
TOTAL	12317	9656	1543	3351	578	421	94	116	69	26	2284	3914	10033	5744

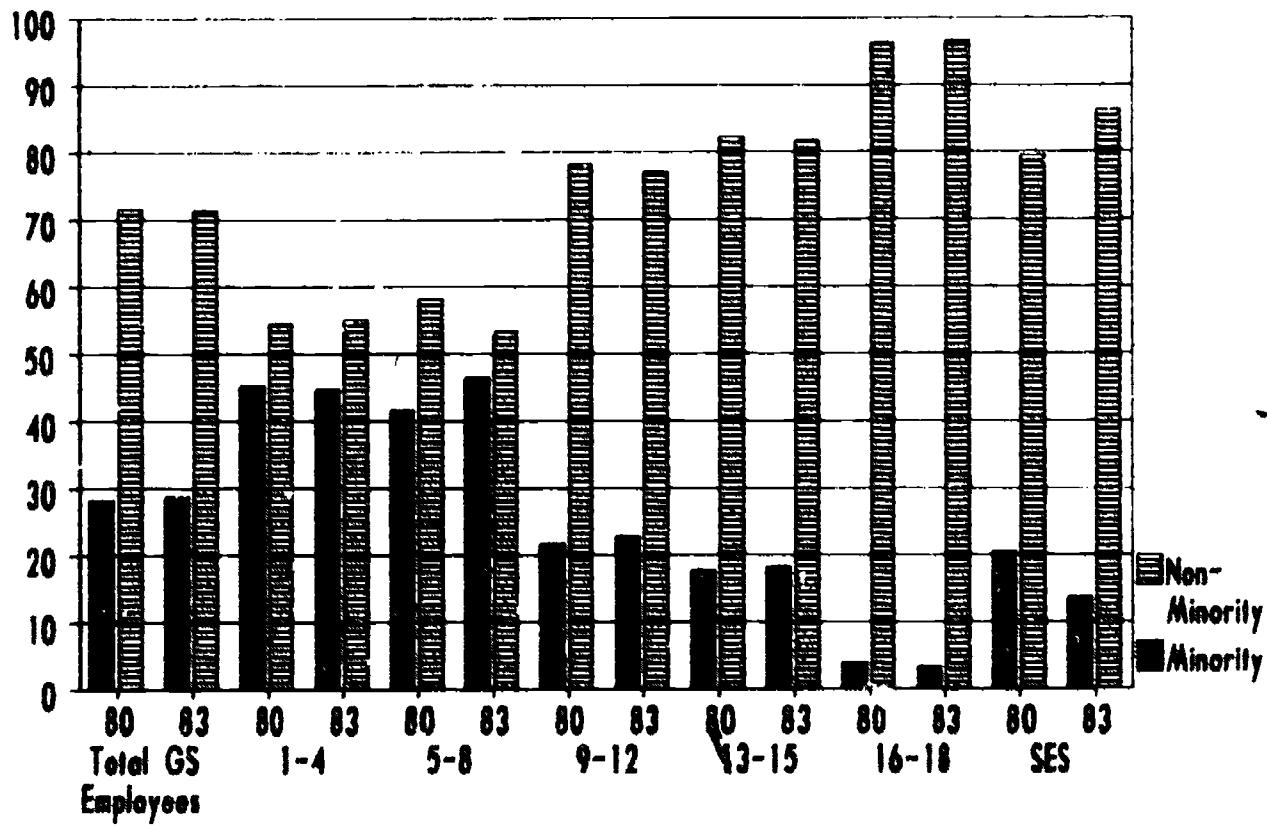
Department of Labor  
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	1	8	1	2	0	0	0	0	0	0	1	2	0	6
GS-2	15	40	6	16	0	5	0	0	0	0	6	19	7	21
GS-3	95	409	57	153	7	17	2	9	1	5	47	104	48	225
GS-4	160	820	69	292	7	48	10	6	0	5	86	349	74	471
<b>SUBTOTAL</b>	<b>269</b>	<b>1277</b>	<b>113</b>	<b>463</b>	<b>14</b>	<b>68</b>	<b>12</b>	<b>15</b>	<b>1</b>	<b>8</b>	<b>140</b>	<b>554</b>	<b>124</b>	<b>725</b>
GS-5	263	1567	93	654	12	64	7	23	0	7	112	748	151	810
GS-6	69	1046	34	402	7	61	1	17	0	2	42	462	27	562
GS-7	217	769	56	371	7	24	4	6	1	0	48	403	169	562
GS-8	22	133	4	78	1	3	0	3	0	0	5	86	17	49
<b>SUBTOTAL</b>	<b>571</b>	<b>3509</b>	<b>167</b>	<b>1505</b>	<b>27</b>	<b>132</b>	<b>12</b>	<b>51</b>	<b>1</b>	<b>9</b>	<b>207</b>	<b>1647</b>	<b>364</b>	<b>1812</b>
GS-9	302	306	41	152	16	11	6	8	0	1	63	172	235	212
GS-10	7	19	0	12	0	1	0	0	0	0	0	13	7	6
GS-11	1414	954	103	301	69	39	15	25	2	4	224	354	1185	585
GS-12	3856	908	353	277	209	40	23	15	25	2	610	354	3246	674
<b>SUBTOTAL</b>	<b>5579</b>	<b>2265</b>	<b>537</b>	<b>762</b>	<b>294</b>	<b>91</b>	<b>44</b>	<b>68</b>	<b>27</b>	<b>7</b>	<b>902</b>	<b>688</b>	<b>4677</b>	<b>1377</b>
GS-13	2232	546	265	157	89	17	27	10	16	1	597	165	1835	581
GS-14	978	186	97	37	30	2	8	3	5	1	149	43	438	143
GS-15	572	66	56	7	20	2	2	1	1	0	79	10	493	56
<b>SUBTOTAL</b>	<b>3782</b>	<b>798</b>	<b>418</b>	<b>181</b>	<b>139</b>	<b>21</b>	<b>37</b>	<b>14</b>	<b>22</b>	<b>2</b>	<b>616</b>	<b>218</b>	<b>3166</b>	<b>580</b>
GS-16	51	4	2	0	0	0	0	0	0	0	2	0	49	4
GS-17	2	0	0	0	0	0	0	0	0	0	0	0	2	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>53</b>	<b>4</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>51</b>	<b>4</b>	
SES	140	20	12	6	3	0	0	0	1	0	16	6	124	14
<b>TOTAL</b>	<b>10394</b>	<b>7873</b>	<b>1249</b>	<b>2897</b>	<b>477</b>	<b>312</b>	<b>105</b>	<b>128</b>	<b>52</b>	<b>26</b>	<b>1803</b>	<b>3363</b>	<b>6518</b>	<b>4510</b>

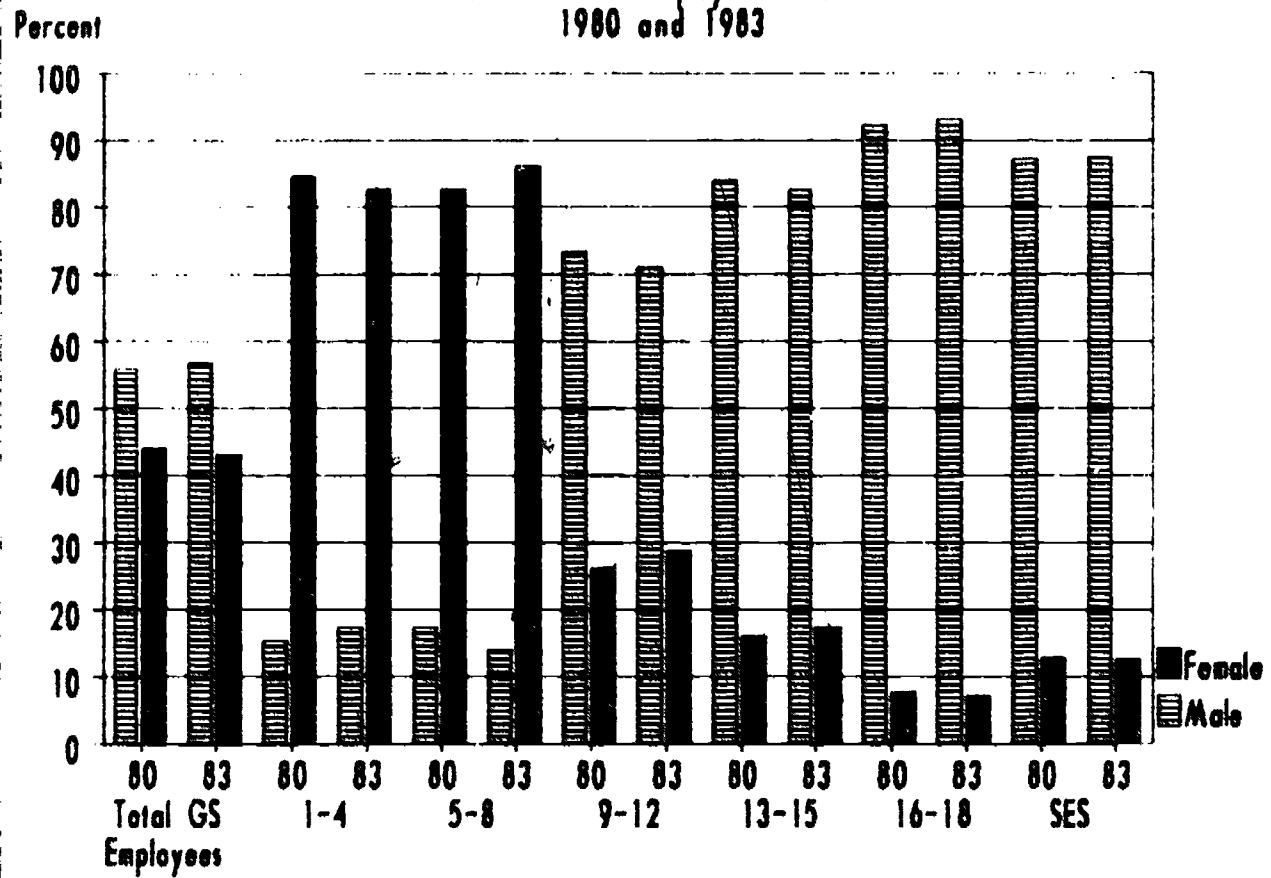
78

Department Of Labor  
Minority - Non-Minority Employment Profiles  
1980 and 1983

Percent



Department Of Labor  
Male - Female Employment Profiles  
1980 and 1983



88

Department of Navy  
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	21	64	8	21	2	6	1	2	0	0	11	29	10	35
GS-2	496	1240	177	406	16	36	17	19	1	4	211	465	285	775
GS-3	2141	8719	560	1695	124	234	56	147	2	13	745	2034	1446	6625
GS-4	4569	14691	806	2301	215	348	164	257	3	21	1188	2907	3581	11784
<b>SUBTOTAL</b>	<b>7277</b>	<b>26714</b>	<b>1551</b>	<b>4425</b>	<b>357</b>	<b>629</b>	<b>241</b>	<b>405</b>	<b>6</b>	<b>38</b>	<b>2155</b>	<b>5495</b>	<b>5122</b>	<b>19219</b>
GS-5	7197	15617	1051	2454	224	321	200	242	14	23	1489	3040	5708	12377
GS-6	2408	6649	342	1056	70	106	74	101	4	10	490	1273	1918	5176
GS-7	6330	5637	595	884	177	151	163	106	12	18	967	1139	5235	4298
GS-8	1350	1112	148	192	25	13	14	20	0	2	187	227	1163	835
<b>SUBTOTAL</b>	<b>17285</b>	<b>28615</b>	<b>2136</b>	<b>4586</b>	<b>496</b>	<b>571</b>	<b>451</b>	<b>469</b>	<b>30</b>	<b>53</b>	<b>3115</b>	<b>5679</b>	<b>14172</b>	<b>22736</b>
GS-9	11938	4711	822	629	326	111	215	115	18	6	1381	861	9557	3860
GS-10	1921	157	91	22	50	1	27	2	2	1	170	20	1751	131
GS-11	17307	3085	155	403	330	47	428	43	39	6	1550	499	15757	2586
GS-12	21187	2051	657	246	279	9	463	28	39	3	1438	286	19749	1765
<b>SUBTOTAL</b>	<b>51353</b>	<b>10034</b>	<b>2323</b>	<b>1300</b>	<b>985</b>	<b>168</b>	<b>1133</b>	<b>166</b>	<b>98</b>	<b>16</b>	<b>4539</b>	<b>1672</b>	<b>46814</b>	<b>8332</b>
GS-13	10063	473	282	35	83	2	183	8	9	0	557	45	9506	428
GS-14	4612	130	99	10	28	1	53	1	4	0	184	17	4428	118
GS-15	1816	58	25	4	10	0	24	0	3	0	62	4	1754	39
<b>SUBTOTAL</b>	<b>16491</b>	<b>641</b>	<b>406</b>	<b>49</b>	<b>121</b>	<b>3</b>	<b>260</b>	<b>9</b>	<b>16</b>	<b>0</b>	<b>803</b>	<b>61</b>	<b>15688</b>	<b>583</b>
GS-16	19	0	0	0	0	0	0	0	0	0	0	0	19	0
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	1	0	0	0	0	0	0	0	0	0	0	0	1	0
<b>SUBTOTAL</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>21</b>	<b>0</b>
SES	507	4	7	0	3	0	0	0	0	0	10	0	297	4
<b>TOTAL</b>	<b>92734</b>	<b>63778</b>	<b>6423</b>	<b>10358</b>	<b>1962</b>	<b>1371</b>	<b>2085</b>	<b>1071</b>	<b>150</b>	<b>107</b>	<b>10670</b>	<b>12407</b>	<b>32114</b>	<b>50871</b>

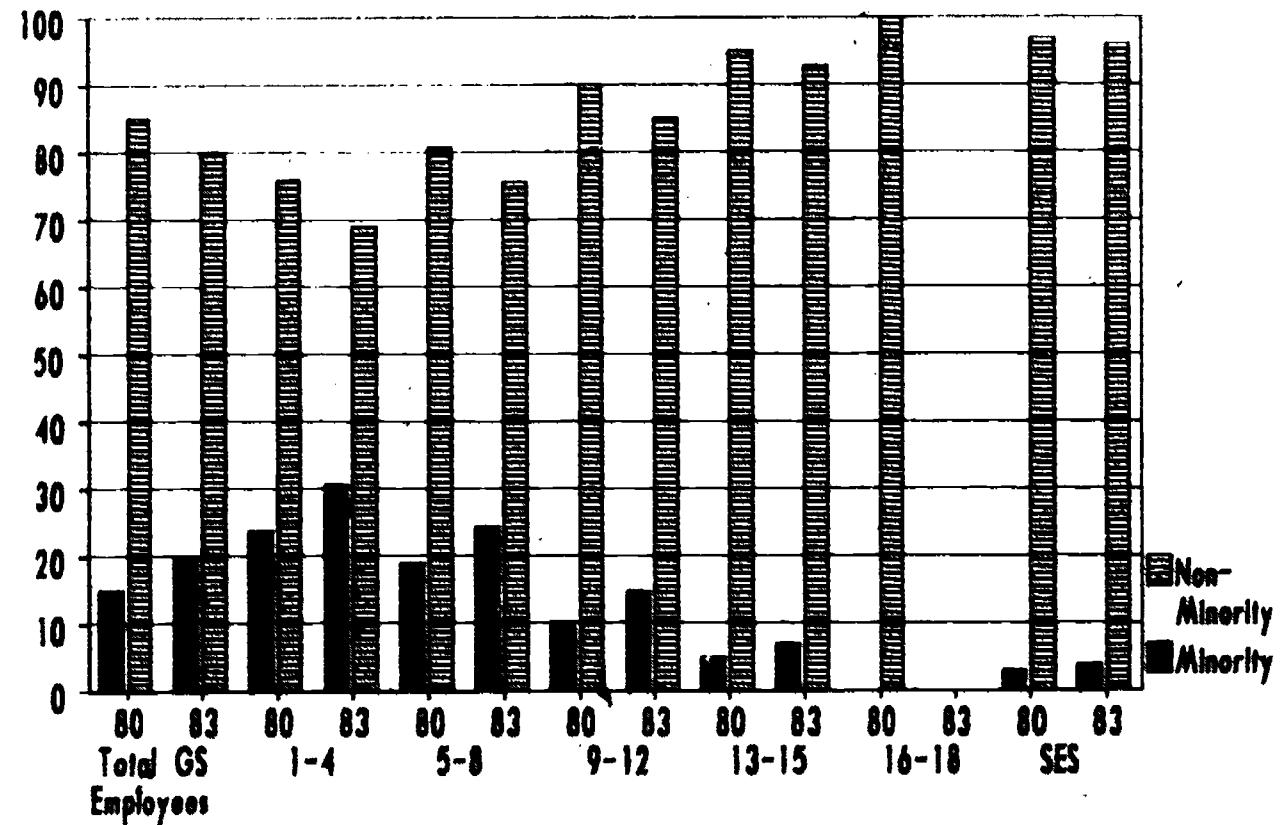
**Department of Navy  
(1983 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	53	97	11	24	4	5	3	8	0	1	18	38	35	59
GS-2	427	985	124	281	18	37	39	36	4	8	105	341	242	623
GS-3	2306	8985	565	2044	92	340	154	466	21	68	852	2927	1474	6058
GS-4	5109	14407	965	2596	298	466	429	736	44	84	1734	3082	5375	10525
<b>SUBTOTAL</b>	<b>7895</b>	<b>24474</b>	<b>1663</b>	<b>4965</b>	<b>412</b>	<b>848</b>	<b>625</b>	<b>1235</b>	<b>69</b>	<b>161</b>	<b>2769</b>	<b>7209</b>	<b>5126</b>	<b>12265</b>
GS-5	8147	17070	1247	2861	311	453	610	879	44	75	2412	4268	5936	12800
GS-6	2612	7500	416	1333	87	162	206	530	10	33	719	1858	1843	5693
GS-7	6585	7861	660	1202	222	167	469	358	93	32	1464	1759	5141	6102
GS-8	1348	1485	162	275	33	16	55	48	4	6	254	345	1044	1140
<b>SUBTOTAL</b>	<b>18692</b>	<b>35967</b>	<b>2485</b>	<b>5671</b>	<b>653</b>	<b>798</b>	<b>1340</b>	<b>1615</b>	<b>151</b>	<b>146</b>	<b>4629</b>	<b>8230</b>	<b>14013</b>	<b>25737</b>
GS-9	11438	6171	1043	855	376	158	619	313	48	14	2086	1345	9752	4826
GS-10	1788	215	135	55	49	2	48	10	4	2	226	49	1152	166
GS-11	18647	4792	933	632	502	105	1126	180	65	16	2626	433	16021	3899
GS-12	23217	3182	848	421	368	41	1234	74	65	11	2515	547	20702	2635
<b>SUBTOTAL</b>	<b>55090</b>	<b>14310</b>	<b>2959</b>	<b>1943</b>	<b>1295</b>	<b>306</b>	<b>3027</b>	<b>577</b>	<b>182</b>	<b>48</b>	<b>7463</b>	<b>2874</b>	<b>47627</b>	<b>11476</b>
GS-13	9804	743	303	72	95	4	366	24	25	2	769	102	9055	641
GS-14	4918	192	122	16	38	1	117	2	9	0	286	18	4632	176
GS-15	2114	56	31	8	7	1	30	0	8	0	70	9	2056	47
<b>SUBTOTAL</b>	<b>16836</b>	<b>991</b>	<b>456</b>	<b>95</b>	<b>140</b>	<b>6</b>	<b>493</b>	<b>26</b>	<b>42</b>	<b>2</b>	<b>1151</b>	<b>129</b>	<b>15705</b>	<b>642</b>
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
SES	7	8	0	3	0	3	0	2	0	0	16	0	377	7
<b>TOTAL</b>	<b>98904</b>	<b>73749</b>	<b>7571</b>	<b>12674</b>	<b>2503</b>	<b>1958</b>	<b>5468</b>	<b>3452</b>	<b>446</b>	<b>357</b>	<b>16008</b>	<b>18442</b>	<b>82898</b>	<b>55507</b>

\* for agencies with GS series, these values are added into the GS series

Department of Navy  
Minority - Non-Minority Employment Profiles  
1980 and 1983

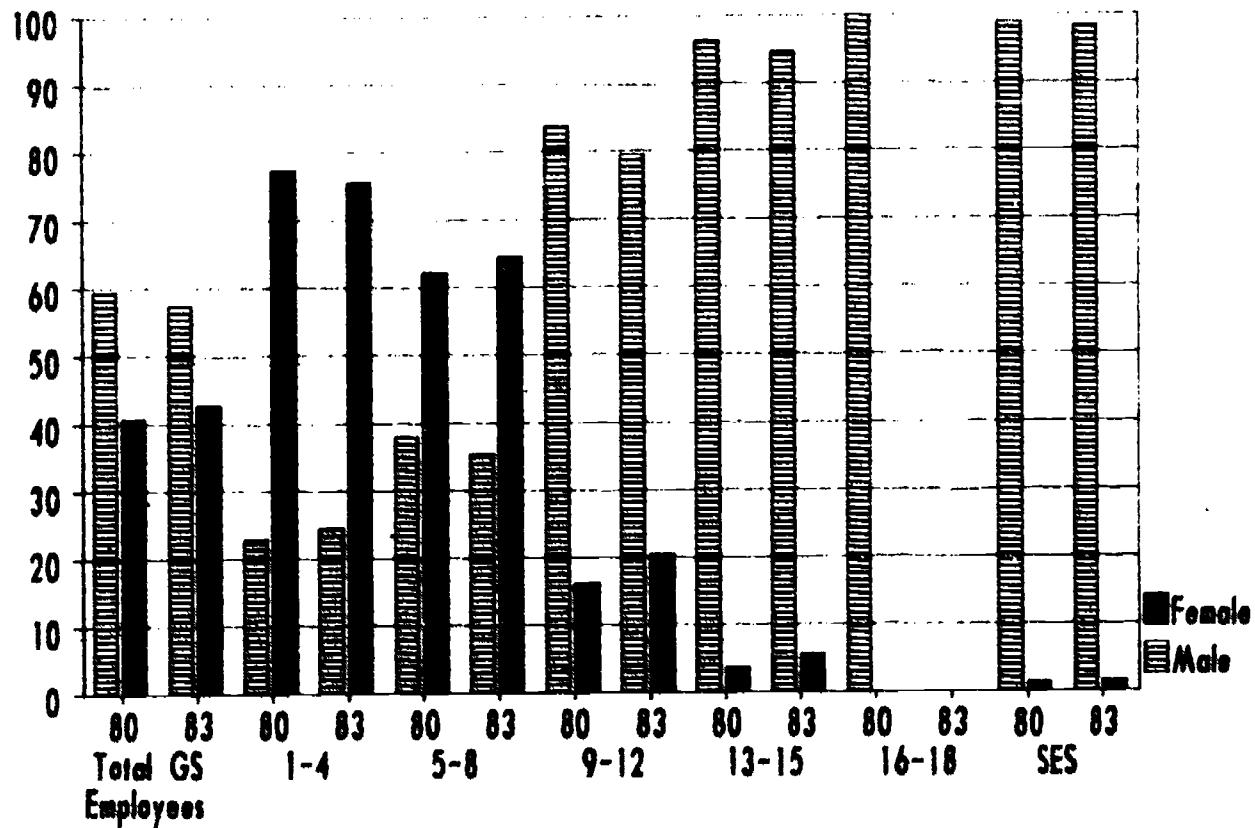
Percent



88

Department of Navy  
Male - Female Employment Profiles  
1980 and 1983

Percent



84

85

**Department of State  
(1980 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	1	24	0	11	0	0	0	0	0	0	0	11	1	13
GS-2	28	65	6	22	0	1	0	0	0	0	6	23	14	42
GS-3	31	135	10	43	0	1	0	2	0	0	10	46	21	89
GS-4	97	365	25	109	1	4	2	4	0	1	28	118	69	245
<b>SUBTOTAL</b>	<b>149</b>	<b>587</b>	<b>41</b>	<b>185</b>	<b>1</b>	<b>6</b>	<b>2</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>44</b>	<b>198</b>	<b>105</b>	<b>389</b>
GS-5	103	359	46	142	2	2	0	2	0	0	48	164	55	193
GS-6	65	292	44	162	1	4	0	4	0	0	45	170	20	122
GS-7	106	401	41	142	1	4	0	2	0	1	42	149	64	252
GS-8	31	190	23	84	0	4	0	0	0	3	23	91	8	99
<b>SUBTOTAL</b>	<b>305</b>	<b>1242</b>	<b>154</b>	<b>560</b>	<b>4</b>	<b>14</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>4</b>	<b>158</b>	<b>576</b>	<b>147</b>	<b>666</b>
GS-9	100	250	44	85	1	3	2	1	1	0	48	89	52	161
GS-10	14	39	8	10	1	0	0	0	0	0	9	10	5	29
GS-11	161	121	40	53	1	1	2	0	1	0	41	56	100	65
GS-12	97	94	19	21	0	2	2	3	0	0	21	26	76	68
<b>SUBTOTAL</b>	<b>352</b>	<b>504</b>	<b>111</b>	<b>169</b>	<b>3</b>	<b>7</b>	<b>4</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>119</b>	<b>181</b>	<b>233</b>	<b>323</b>
GS-13	100	59	7	12	2	0	0	1	0	0	9	13	91	46
GS-14	95	21	5	2	2	0	0	0	0	0	7	2	88	19
GS-15	95	15	9	1	0	0	1	0	0	0	10	1	85	14
<b>SUBTOTAL</b>	<b>290</b>	<b>95</b>	<b>21</b>	<b>15</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>26</b>	<b>16</b>	<b>264</b>	<b>79</b>
GS-16	3	1	0	0	0	0	0	0	0	0	0	0	3	1
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>1</b>
<b>SES</b>	<b>46</b>	<b>9</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>46</b>	<b>8</b>
<b>TOTAL</b>	<b>1147</b>	<b>2458</b>	<b>327</b>	<b>920</b>	<b>14</b>	<b>27</b>	<b>7</b>	<b>20</b>	<b>1</b>	<b>5</b>	<b>349</b>	<b>972</b>	<b>790</b>	<b>1466</b>

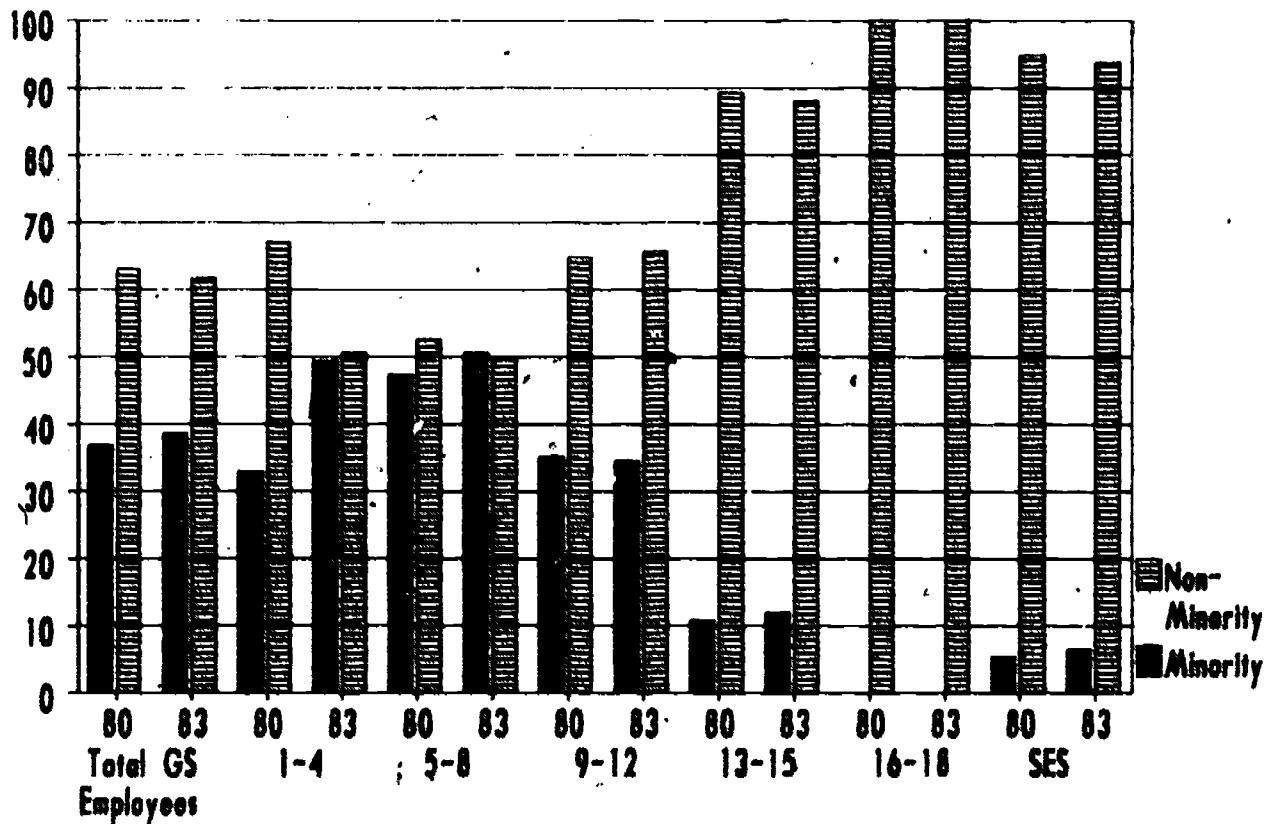
**Department of State  
(1985 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	1	0	1	0	0	0	0	0	0	0	1	0	0
GS-2	4	45	4	19	0	0	0	0	0	0	4	19	5	24
GS-3	62	210	31	93	2	11	1	5	1	0	35	107	27	103
GS-4	41	228	17	103	0	4	0	2	0	2	17	111	24	117
SUBTOTAL	112	482	52	216	2	15	1	5	1	2	56	238	56	244
GS-5	102	296	25	149	1	1	4	5	0	0	30	155	72	141
GS-6	75	254	48	142	2	5	0	1	0	0	50	146	23	108
GS-7	90	371	58	165	1	7	0	2	0	1	39	175	51	106
GS-8	35	232	25	110	1	2	0	0	0	1	24	113	9	119
SUBTOTAL	298	1153	134	566	5	13	4	8	0	2	143	589	155	564
GS-9	130	268	45	88	4	5	3	4	0	1	52	98	78	170
GS-10	33	51	17	18	1	0	1	0	0	0	19	18	14	33
GS-11	112	149	42	42	3	1	1	0	0	0	46	43	66	106
GS-12	121	150	31	31	1	2	2	5	1	0	35	38	66	112
SUBTOTAL	396	618	135	179	9	8	7	9	1	1	152	197	244	421
GS-13	141	107	32	17	4	1	3	2	1	0	20	20	121	87
GS-14	149	35	7	4	3	0	2	1	0	0	12	5	137	30
GS-15	157	41	11	2	2	1	1	2	0	0	14	5	143	36
SUBTOTAL	467	183	30	23	9	2	6	5	1	0	46	30	401	153
GS-16	4	1	0	0	0	0	0	0	0	0	0	0	4	1
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	4	1	0	0	0	0	0	0	0	0	0	0	4	1
SES	06	9	3	0	1	0	2	0	0	0	6	0	78	9
TOTAL	1341	2446	354	984	26	38	20	27	3	5	405	1054	958	1542

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Department of State  
Minority - Non-Minority Employment Profiles  
1980 and 1983

Percent



87

Department of State  
Male - Female Employment Profiles  
1980 and 1983

Percent

100

90

80

70

60

50

40

30

20

10

0

Total GS  
Employees

1-4

5-8

9-12

13-15<sup>a</sup>

16-18

SES

Female  
Male

88

92

**Department of Transportation  
(1980 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/Pacific Islander		American Indian/Alaskan Native		Total Minority		Total Non-Minority		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS-1	2	3	0	0	0	0	0	0	1	0	1	0	1	3	
GS-2	7	32	0	8	0	2	0	0	0	1	0	11	7	21	
GS-3	56	258	11	70	4	18	0	2	2	5	17	95	37	163	
GS-4	224	1247	79	296	13	50	2	7	2	28	96	361	428	860	
<b>SUBTOTAL</b>	<b>287</b>	<b>1540</b>	<b>90</b>	<b>374</b>	<b>17</b>	<b>70</b>	<b>2</b>	<b>9</b>	<b>5</b>	<b>54</b>	<b>114</b>	<b>487</b>	<b>173</b>	<b>1053</b>	
GS-5	599	2634	190	557	38	71	5	52	4	43	237	703	362	1931	
GS-6	240	1503	50	374	4	50	3	20	6	16	68	460	172	1045	
GS-7	119	1674	200	429	65	42	14	20	7	15	286	506	908	1173	
GS-8	165	270	33	73	8	2	0	1	1	1	42	77	123	195	
<b>SUBTOTAL</b>	<b>2198</b>	<b>6086</b>	<b>473</b>	<b>1453</b>	<b>120</b>	<b>165</b>	<b>22</b>	<b>73</b>	<b>18</b>	<b>75</b>	<b>633</b>	<b>1746</b>	<b>1565</b>	<b>4340</b>	
GS-9	2785	1164	227	208	110	18	22	13	19	11	378	250	2487	914	
GS-10	1950	289	79	44	57	6	8	5	6	2	150	57	1800	232	
GS-11	7948	1010	563	228	287	18	71	14	83	9	1000	269	6942	741	
GS-12	11415	709	601	121	336	12	129	7	96	7	1159	147	10256	562	
<b>SUBTOTAL</b>	<b>24098</b>	<b>3172</b>	<b>1471</b>	<b>601</b>	<b>790</b>	<b>54</b>	<b>230</b>	<b>39</b>	<b>202</b>	<b>29</b>	<b>2693</b>	<b>723</b>	<b>21405</b>	<b>2449</b>	
GS-13	7561	617	368	79	205	7	115	11	49	1	750	90	6631	319	
GS-14	10366	259	401	29	162	4	50	2	57	3	670	38	9696	201	
GS-15	2882	56	100	5	34	2	14	1	22	0	170	8	2712	48	
<b>SUBTOTAL</b>	<b>22809</b>	<b>712</b>	<b>864</b>	<b>113</b>	<b>401</b>	<b>13</b>	<b>177</b>	<b>14</b>	<b>128</b>	<b>4</b>	<b>1570</b>	<b>144</b>	<b>21239</b>	<b>568</b>	
GS-16	5	0	0	0	0	0	0	0	0	0	0	0	5	0	
GS-17	1	0	1	0	0	0	0	0	0	0	1	0	0	0	
GS-18	1	0	0	0	0	0	0	0	0	0	0	0	1	0	
<b>SUBTOTAL</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>0</b>	
SES	4	275	11	22	0	2	0	4	0	1	0	29	0	246	11
<b>TOTAL</b>	<b>49679</b>	<b>11521</b>	<b>2921</b>	<b>2521</b>	<b>1330</b>	<b>302</b>	<b>435</b>	<b>136</b>	<b>384</b>	<b>142</b>	<b>5040</b>	<b>3160</b>	<b>46646</b>	<b>8421</b>	

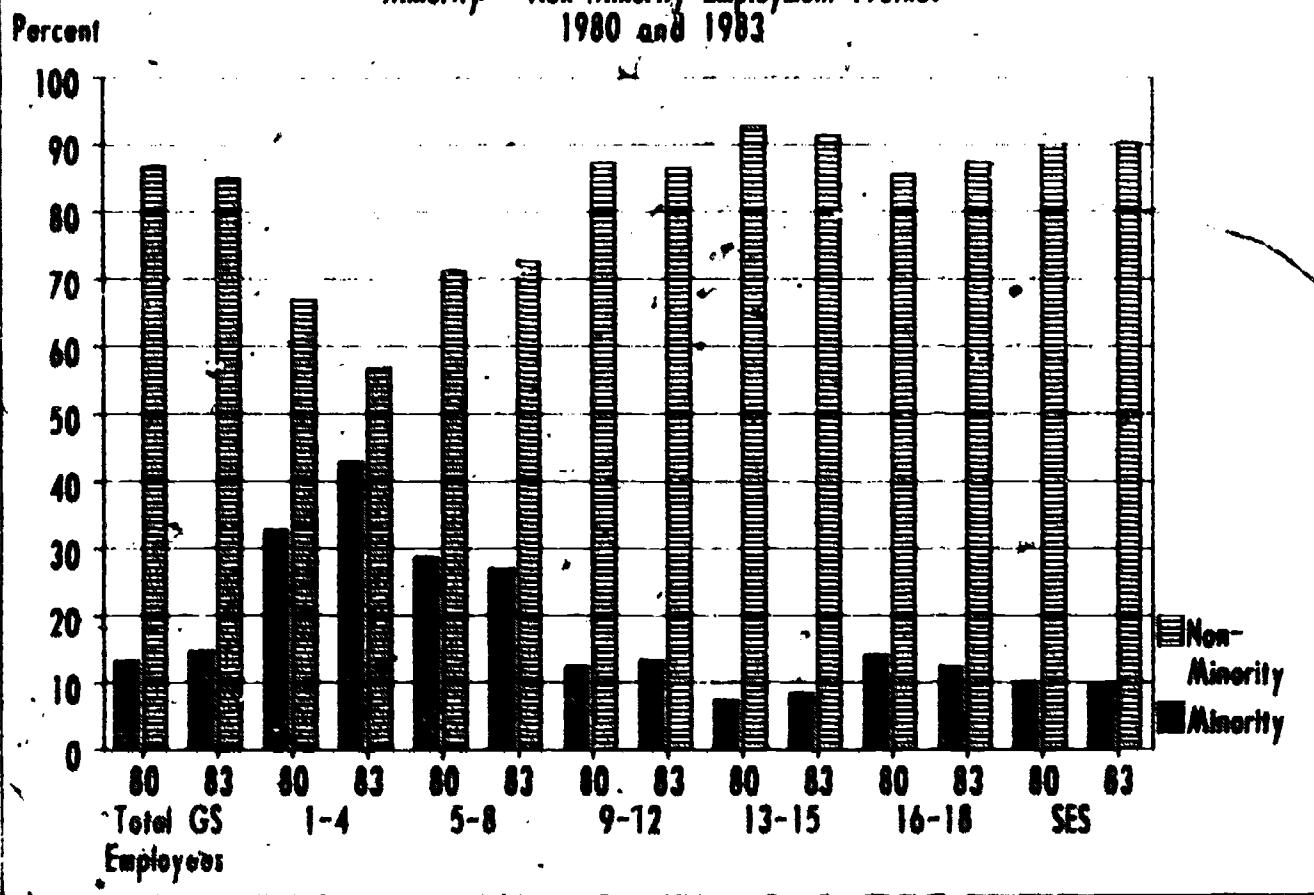
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**Department of Transportation  
(1983 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	3	0	0	0	3	0	0	0	0	0	3	0	0
GS-2	12	28	5	10	0	3	0	0	0	0	5	11	7	10
GS-3	99	203	28	62	22	26	2	2	1	6	53	96	46	107
GS-4	307	459	102	231	39	67	7	17	2	16	150	331	157	428
<b>SUBTOTAL</b>	<b>418</b>	<b>1068</b>	<b>135</b>	<b>305</b>	<b>61</b>	<b>99</b>	<b>9</b>	<b>19</b>	<b>3</b>	<b>22</b>	<b>208</b>	<b>445</b>	<b>270</b>	<b>645</b>
GS-5	519	2066	131	413	57	101	10	52	5	28	361	594	338	1492
GS-6	212	1591	48	391	7	42	2	25	5	21	62	479	150	1112
GS-7	2049	1714	182	448	76	54	48	32	19	22	323	556	1726	1158
GS-8	143	299	22	90	9	4	3	2	4	1	38	97	105	202
<b>SUBTOTAL</b>	<b>2923</b>	<b>5690</b>	<b>383</b>	<b>1342</b>	<b>127</b>	<b>201</b>	<b>65</b>	<b>111</b>	<b>31</b>	<b>72</b>	<b>604</b>	<b>1726</b>	<b>2319</b>	<b>3964</b>
GS-9	2928	1207	170	213	86	23	50	21	19	12	325	269	2605	938
GS-10	1606	276	64	48	36	5	12	5	10	2	122	60	1484	216
GS-11	8048	1385	601	267	298	297	141	23	77	9	1017	308	7031	1077
GS-12	9480	620	553	153	318	20	231	15	85	5	1187	191	6293	629
<b>SUBTOTAL</b>	<b>22062</b>	<b>3688</b>	<b>1288</b>	<b>661</b>	<b>738</b>	<b>77</b>	<b>434</b>	<b>62</b>	<b>191</b>	<b>28</b>	<b>2651</b>	<b>828</b>	<b>19411</b>	<b>2860</b>
GS-13	7609	460	310	102	159	9	165	6	46	2	680	119	6929	368
GS-14	7276	280	318	26	114	8	59	5	46	4	542	40	6734	240
GS-15	2776	61	106	9	44	2	15	0	20	0	185	11	2569	50
<b>SUBTOTAL</b>	<b>17659</b>	<b>821</b>	<b>734</b>	<b>137</b>	<b>322</b>	<b>16</b>	<b>259</b>	<b>11</b>	<b>112</b>	<b>6</b>	<b>1407</b>	<b>170</b>	<b>14252</b>	<b>458</b>
GS-16	5	1	0	0	0	0	0	0	0	0	0	0	5	1
GS-17	1	0	1	0	0	0	0	0	0	0	1	0	0	0
GS-18	1	0	0	0	0	0	0	0	0	0	0	0	1	0
<b>SUBTOTAL</b>	<b>7</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>6</b>	<b>1</b>
SES	532	16	25	1	1	0	5	0	2	0	33	11	292	15
<b>TOTAL</b>	<b>43401</b>	<b>11304</b>	<b>2566</b>	<b>2944</b>	<b>1249</b>	<b>395</b>	<b>750</b>	<b>203</b>	<b>339</b>	<b>128</b>	<b>4904</b>	<b>1168</b>	<b>38697</b>	<b>6136</b>

\* for agencies with GM series, these values are added into the GS series

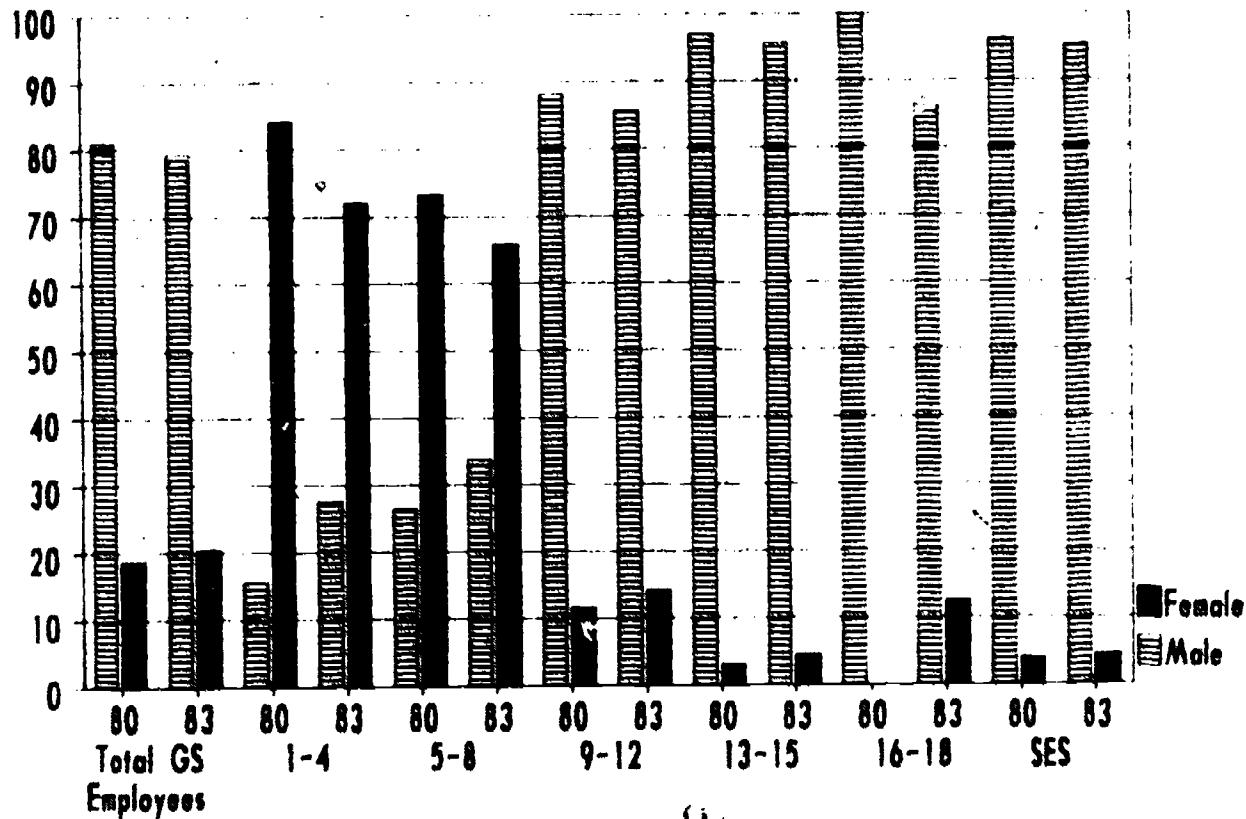
**Department of Transportation**  
**Minority - Non-Minority Employment Profiles**  
**1980 and 1983**



16

Department of Transportation  
Male - Female Employment Profiles  
1980 and 1983

Percent



92

90

**Department of Treasury  
(1980 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	21	37	8	13	5	9	0	1	0	1	11	24	10	13
GS-2	169	610	65	264	20	81	2		1	3	88	353	81	257
GS-3	944	3924	741	1410	72	193	7	36	1	8	461	1641	483	2283
GS-4	1620	10540	447	2902	178	561	31	97	4	28	662	3588	958	6952
<b>SUBTOTAL</b>	<b>2754</b>	<b>15</b>	<b>903</b>	<b>4589</b>	<b>273</b>	<b>844</b>	<b>40</b>	<b>133</b>	<b>6</b>	<b>40</b>	<b>1222</b>	<b>5606</b>	<b>1532</b>	<b>9505</b>
GS-5	2403	8640	626	2304	207	367	67	98	7	17	907	2736	1496	5854
GS-6	1442	6645	263	1547	133	208	30	63	0	12	426	1830	1016	4815
GS-7	3326	6762	451	1544	249	208	52	97	8	14	760	1863	2566	4899
GS-8	553	990	71	203	19	20	7	11	0	1	97	235	456	755
<b>SUBTOTAL</b>	<b>7724</b>	<b>23057</b>	<b>1411</b>	<b>5590</b>	<b>608</b>	<b>803</b>	<b>156</b>	<b>269</b>	<b>15</b>	<b>44</b>	<b>2190</b>	<b>6714</b>	<b>5534</b>	<b>16323</b>
GS-9	7608	5005	622	1034	503	156	120	91	28	12	1273	1295	6335	3712
GS-10	288	345	51	72	17	8	6	3	1	3	57	86	231	259
GS-11	8838	3056	516	569	836	74	93	49	17	7	962	699	7876	2357
GS-12	11240	1645	493	303	251	37	141	39	22	3	907	387	10333	1263
<b>SUBTOTAL</b>	<b>27974</b>	<b>10051</b>	<b>1662</b>	<b>1978</b>	<b>1107</b>	<b>275</b>	<b>362</b>	<b>182</b>	<b>68</b>	<b>25</b>	<b>3199</b>	<b>2460</b>	<b>24775</b>	<b>7591</b>
GS-13	9580	858	351	123	166	13	114	12	15	0	646	148	8954	690
GS-14	3468	235	142	26	42	0	29	2	7	0	220	28	3248	207
GS-15	1399	70	40	10	22	1	4	0	0	0	66	11	1335	59
<b>SUBTOTAL</b>	<b>14447</b>	<b>1143</b>	<b>533</b>	<b>159</b>	<b>230</b>	<b>14</b>	<b>147</b>	<b>14</b>	<b>77</b>	<b>0</b>	<b>932</b>	<b>187</b>	<b>15515</b>	<b>956</b>
GS-16	4	0	0	0	0	0	0	0	0	0	0	0	4	0
GS-17	1	0	0	0	0	0	0	0	0	0	0	1	0	1
GS-18	0	2	0	1	0	0	0	0	0	0	0	1	5	1
<b>SUBTOTAL</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>5</b>	<b>1</b>
<b>SES</b>	<b>491</b>	<b>16</b>	<b>23</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>31</b>	<b>0</b>	<b>460</b>	<b>16</b>
<b>TOTAL</b>	<b>53395</b>	<b>99360</b>	<b>4532</b>	<b>12325</b>	<b>2222</b>	<b>1936</b>	<b>768</b>	<b>598</b>	<b>112</b>	<b>109</b>	<b>7574</b>	<b>14968</b>	<b>45821</b>	<b>34392</b>

68

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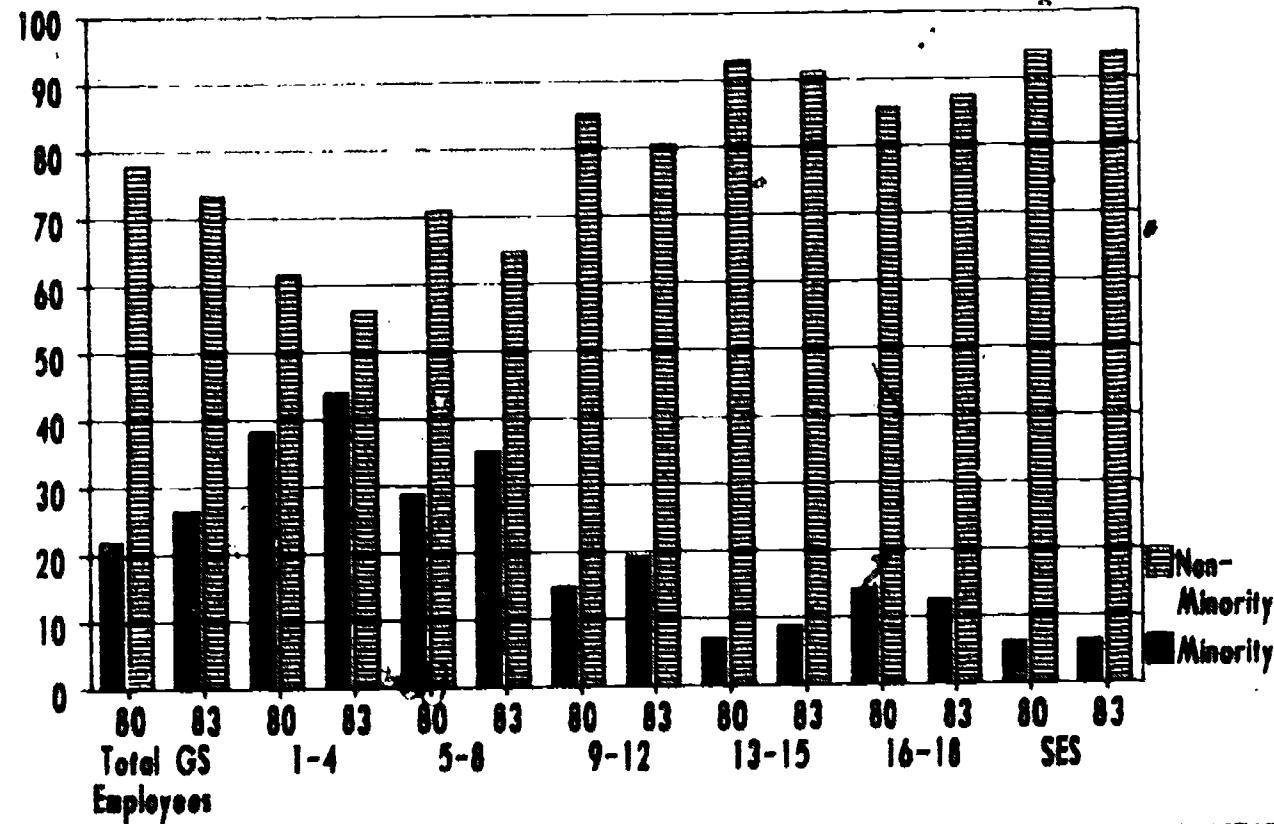
**Department of Treasury  
(1983 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	19	60	10	18	4	23	0	1	0	1	14	43	5	17
GS-2	162	587	62	215	15	69	10	15	1	1	98	298	94	289
GS-3	1102	4788	407	1869	103	371	18	57	5	23	573	2320	569	2468
GS-4	1854	10230	607	3299	192	665	52	116	10	47	841	4124	1013	6106
<b>SUBTOTAL</b>	<b>3157</b>	<b>15665</b>	<b>1086</b>	<b>5401</b>	<b>314</b>	<b>1126</b>	<b>60</b>	<b>186</b>	<b>16</b>	<b>72</b>	<b>1476</b>	<b>6705</b>	<b>1681</b>	<b>8800</b>
GS-5	2747	9014	666	2861	272	515	101	161	14	36	1053	3573	16%	5441
GS-6	1162	6310	264	1761	118	257	35	59	1	22	418	2099	744	4211
GS-7	3704	7164	512	1888	338	350	85	122	17	15	952	2375	2252	4789
GS-8	413	967	71	262	19	29	5	12	1	1	96	304	317	663
<b>SUBTOTAL</b>	<b>7526</b>	<b>23455</b>	<b>1513</b>	<b>6772</b>	<b>797</b>	<b>1151</b>	<b>226</b>	<b>356</b>	<b>35</b>	<b>74</b>	<b>2519</b>	<b>8351</b>	<b>5007</b>	<b>15104</b>
GS-9	6571	5717	683	1287	578	256	167	118	33	31	1461	1692	5110	4025
GS-10	83	320	19	73	4	5	1	2	1	1	25	81	58	239
GS-11	7909	4132	642	841	438	165	148	125	27	19	1255	1130	6659	3002
GS-12	10955	2563	581	624	361	29	152	61	27	7	1116	666	9839	1647
<b>SUBTOTAL</b>	<b>25518</b>	<b>12732</b>	<b>1925</b>	<b>2725</b>	<b>1381</b>	<b>480</b>	<b>468</b>	<b>306</b>	<b>83</b>	<b>58</b>	<b>3467</b>	<b>3564</b>	<b>21661</b>	<b>9165</b>
GS-13	10311	1411	390	238	212	30	179	36	26	6	867	310	9604	1101
GS-14	3863	380	170	37	66	6	29	6	8	1	273	50	3540	350
GS-15	1437	118	57	10	20	0	9	2	2	0	64	12	1349	106
<b>SUBTOTAL</b>	<b>15611</b>	<b>1909</b>	<b>617</b>	<b>285</b>	<b>298</b>	<b>36</b>	<b>217</b>	<b>44</b>	<b>36</b>	<b>7</b>	<b>1144</b>	<b>372</b>	<b>14443</b>	<b>1537</b>
GS-16	5	0	0	0	0	0	0	0	0	0	0	0	5	0
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	2	0	0	0	1	0	0	0	0	0	1	0	1
<b>SUBTOTAL</b>	<b>6</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>
<b>SES</b>	<b>1</b>	<b>463</b>	<b>27</b>	<b>23</b>	<b>3</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>38</b>	<b>5</b>	<b>453</b>	<b>24</b>
<b>TOTAL</b>	<b>1</b>	<b>52301</b>	<b>53790</b>	<b>1</b>	<b>5164</b>	<b>15186</b>	<b>1</b>	<b>2746</b>	<b>2794</b>	<b>1</b>	<b>972</b>	<b>890</b>	<b>1</b>	<b>168</b>

90

Department of Treasury  
Minority - Non-Minority Employment Profiles  
1980 and 1983

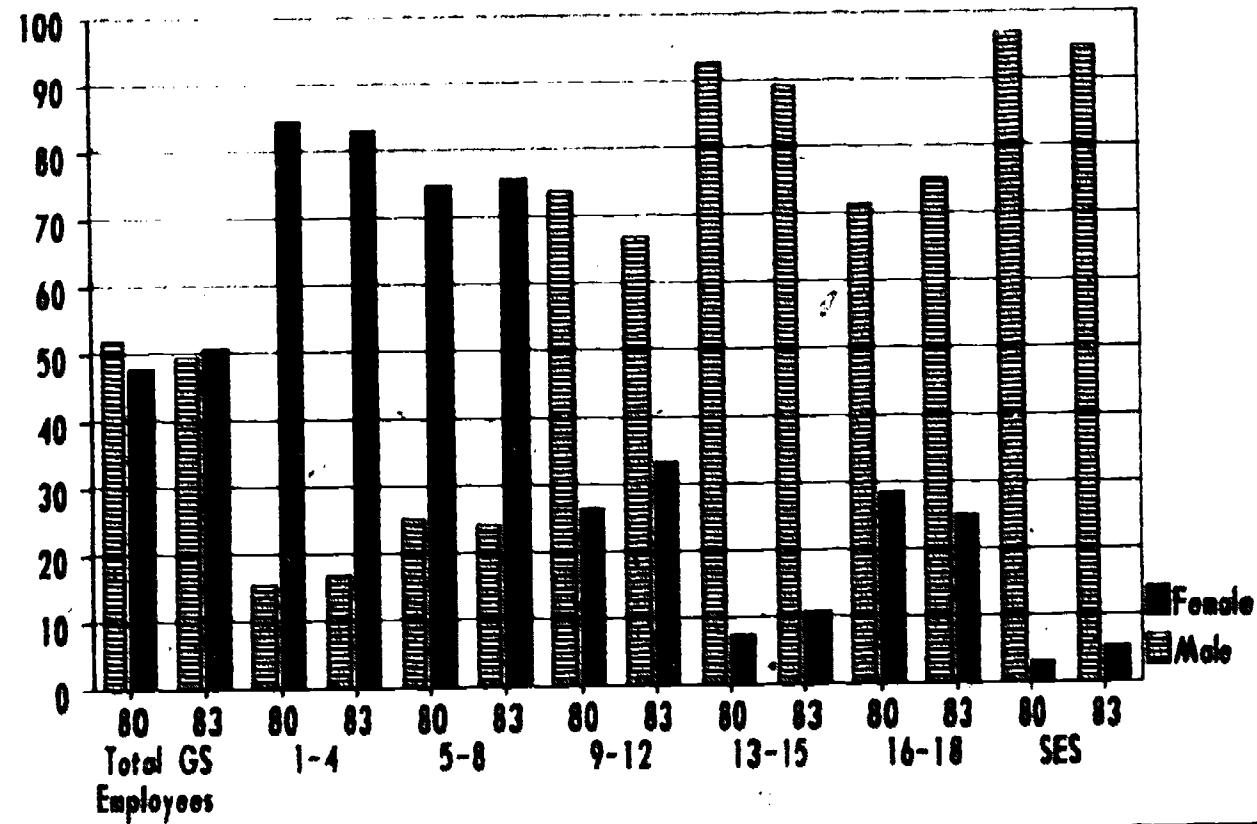
Percent



96

Department of Treasury  
Male - Female Employment Profiles  
1980 and 1983

Percent



Environmental Protection Agency  
1980 EMPLOYMENT PROFILE

Pay System	Total Employees		Black		Hispanic		Asian American/Pacific Islander		American Indian/Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	1	2	0	1	0	0	1	0	0	0	1	1	0	1
GS-2	3	11	0	1	0	0	0	1	0	0	0	2	3	9
GS-3	24	89	10	41	1	1	1	1	0	0	12	43	12	41
GS-4	58	351	25	151	0	17	1	6	0	1	26	175	52	176
SUBTOTAL	86	448	35	194	1	18	3	6	0	1	39	221	47	227
GS-5	108	697	29	258	5	11	5	9	0	2	39	260	69	437
GS-6	40	507	11	167	1	14	0	4	0	1	12	186	28	321
GS-7	268	582	40	165	4	5	11	9	0	1	55	180	213	402
GS-8	47	141	6	45	0	0	0	0	0	0	6	45	61	96
SUBTOTAL	463	1927	86	615	10	30	16	22	0	4	112	671	351	1256
GS-9	516	425	42	86	15	8	13	10	1	1	71	109	445	321
GS-10	48	12	4	2	0	0	1	0	0	0	5	2	45	10
GS-11	769	368	53	62	10	6	17	12	3	1	83	79	636	269
GS-12	1465	368	51	39	22	3	43	7	1	1	117	50	1348	298
SUBTOTAL	2790	1153	150	168	47	15	76	79	5	3	276	235	2522	918
GS-13	1314	178	51	16	17	1	35	5	3	0	106	22	1208	156
GS-14	805	91	16	7	8	1	18	0	0	0	40	8	765	83
GS-15	61	6	0	2	0	0	0	0	0	0	0	2	61	4
SUBTOTAL	2180	275	65	25	25	2	53	5	3	0	146	32	2034	243
GS-16	11	1	0	0	0	0	0	0	0	0	0	0	11	1
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	11	1	0	0	0	0	0	0	0	0	0	0	11	1
SES	192	29	5	1	2	0	0	0	1	0	8	1	184	28
TOTAL	5730	3833	341	1023	85	65	146	64	9	8	581	1160	5149	2673

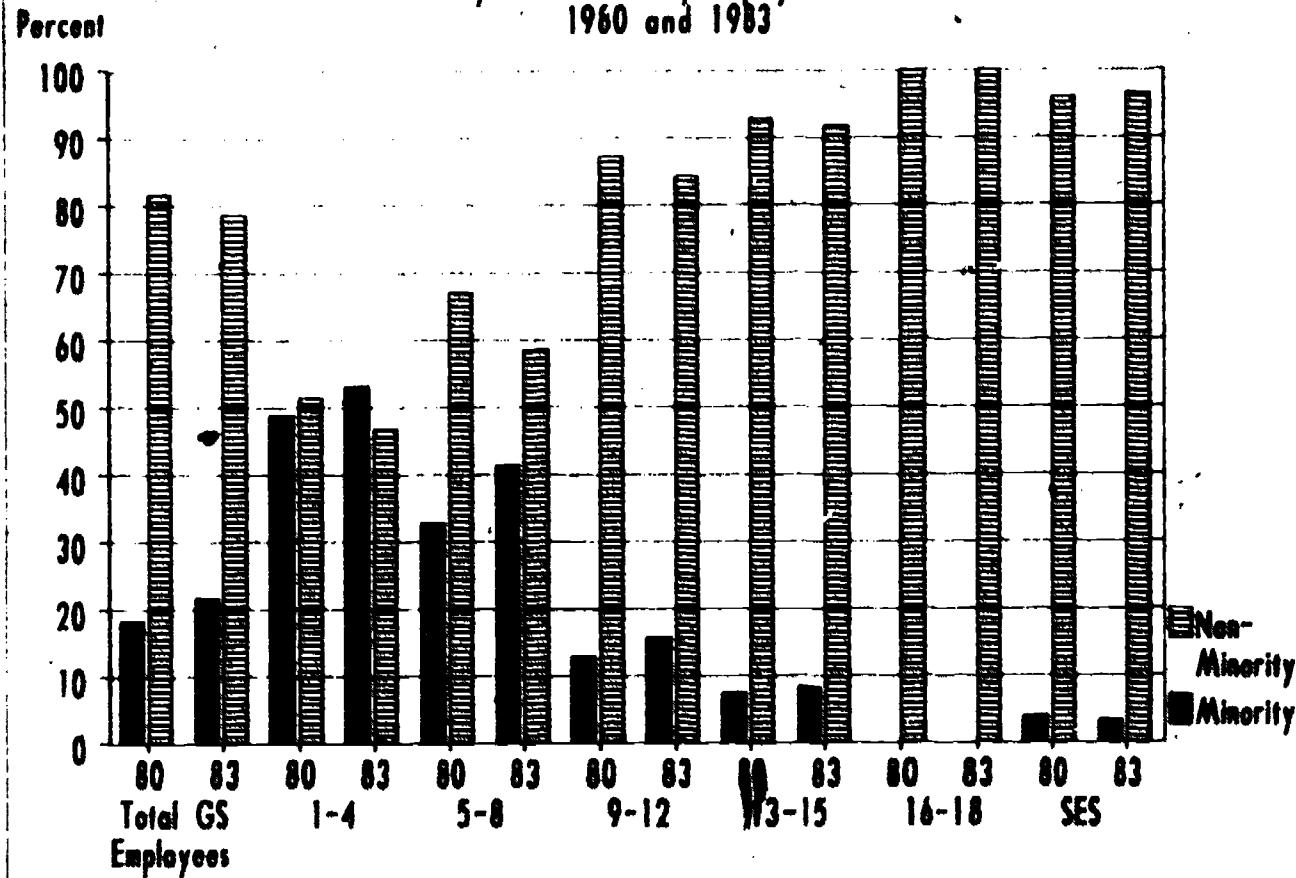
101

Environmental Protection Agency  
(1983 EMPLOYMENT PROFILE)

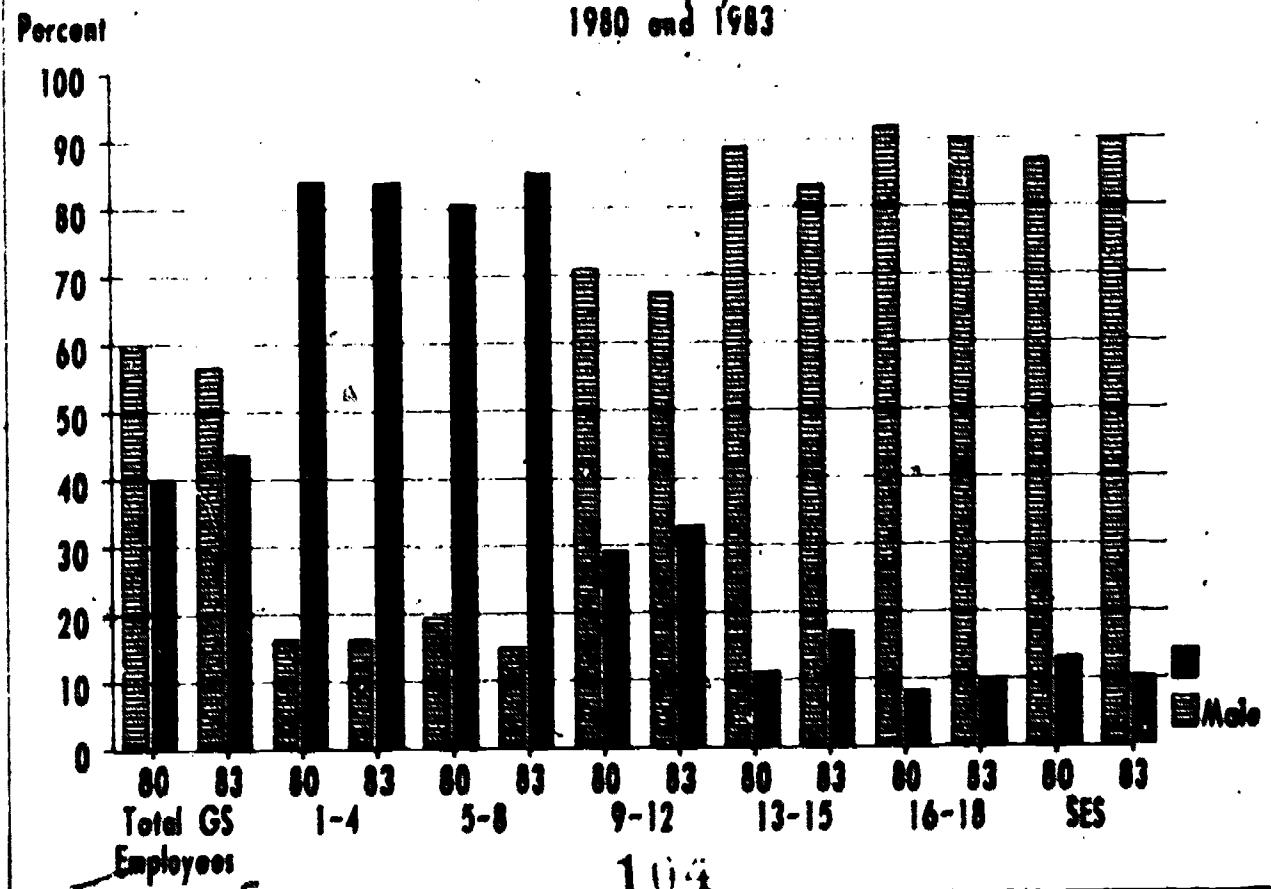
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	1	9	0	3	0	1	1	0	0	0	1	4	0	5
GS-3	19	56	6	26	0	1	0	0	0	0	7	27	12	29
GS-4	37	226	19	110	1	11	1	3	1	0	22	124	15	102
SUBTOTAL	57	291	25	139	1	15	3	3	1	0	30	155	27	156
GS-5	76	461	27	208	5	12	1	2	0	2	31	229	65	257
GS-6	38	459	9	178	1	11	2	7	0	0	12	196	26	265
GS-7	127	526	25	208	2	7	4	6	0	1	31	222	96	304
GS-8	41	151	7	60	0	1	0	1	0	0	7	62	34	89
SUBTOTAL	282	1617	68	854	6	31	7	16	0	3	81	704	201	913
GS-9	240	319	23	69	4	2	8	11	0	0	35	82	205	257
GS-10	45	19	5	9	0	0	0	0	0	0	5	9	40	10
GS-11	550	384	46	64	25	6	19	12	1	2	91	69	459	295
GS-12	1573	460	80	65	29	10	51	13	2	2	162	90	1411	360
SUBTOTAL	2408	1172	154	212	58	18	78	36	3	4	203	270	2115	402
GS-13	1038	236	46	27	10	1	26	4	1	0	83	32	955	204
GS-14	384	56	7	3	2	1	16	2	0	0	25	6	361	50
GS-15	52	10	1	1	0	0	2	0	0	0	3	1	49	4
SUBTOTAL	1474	502	54	31	12	2	42	6	1	0	109	39	1365	263
GS-16	9	1	0	0	0	0	0	0	0	0	0	0	9	1
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	9	1	0	0	0	0	0	0	0	0	0	0	9	1
SES	185	21	5	0	6	0	2	0	0	0	7	0	176	21
TOTAL	4413	3404	306	1036	77	64	132	61	5	7	520	1168	3893	2236

102

Environmental Protection Agency  
Minority - Non-Minority Employment Profiles  
1980 and 1983



**Environmental Protection Agency  
Male - Female Employment Profiles  
1980 and 1983**



Equal Employment Opportunity Commission  
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	2	0	2	0	0	0	0	0	0	0	2	0	0	0
GS-3	6	49	6	50	0	5	0	0	0	0	6	35	0	14
GS-4	27	196	15	91	4	16	1	1	0	0	20	108	7	88
SUBTOTAL	35	295	23	121	4	21	1	1	0	0	28	143	7	102
GS-5	46	319	27	174	6	32	0	2	1	3	34	211	12	108
GS-6	21	231	14	126	2	32	0	2	0	3	16	163	5	68
GS-7	192	211	69	114	24	27	0	4	2	1	95	96	47	66
GS-8	12	5	12	1	0	0	0	0	0	0	12	1	0	2
SUBTOTAL	221	764	122	415	32	91	0	8	3	7	157	521	64	243
GS-9	135	155	58	71	21	25	5	3	1	1	83	100	50	58
GS-10	2	0	1	0	0	0	0	0	0	0	1	0	1	0
GS-11	236	256	104	137	41	21	4	6	2	4	151	170	65	86
GS-12	276	223	124	105	38	17	2	1	3	1	167	124	109	99
SUBTOTAL	447	634	287	315	100	63	9	10	6	6	402	394	245	240
GS-13	318	146	125	61	36	4	12	2	2	2	175	69	143	77
GS-14	134	46	58	15	14	5	4	0	2	0	78	20	56	28
GS-15	80	26	41	13	8	1	0	0	0	0	49	14	31	12
SUBTOTAL	532	220	226	89	58	10	16	2	4	2	302	103	230	117
GS-16	1	0	1	0	0	0	0	0	0	0	1	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	1	0	0	0	0	0	0	0	1	0	0	0
TOTAL	1462	1873	660	904	202	185	26	21	13	15	905	1165	557	708

101

105

**Equal Employment Opportunity Commission  
(1983 EMPLOYMENT PROFILE)**

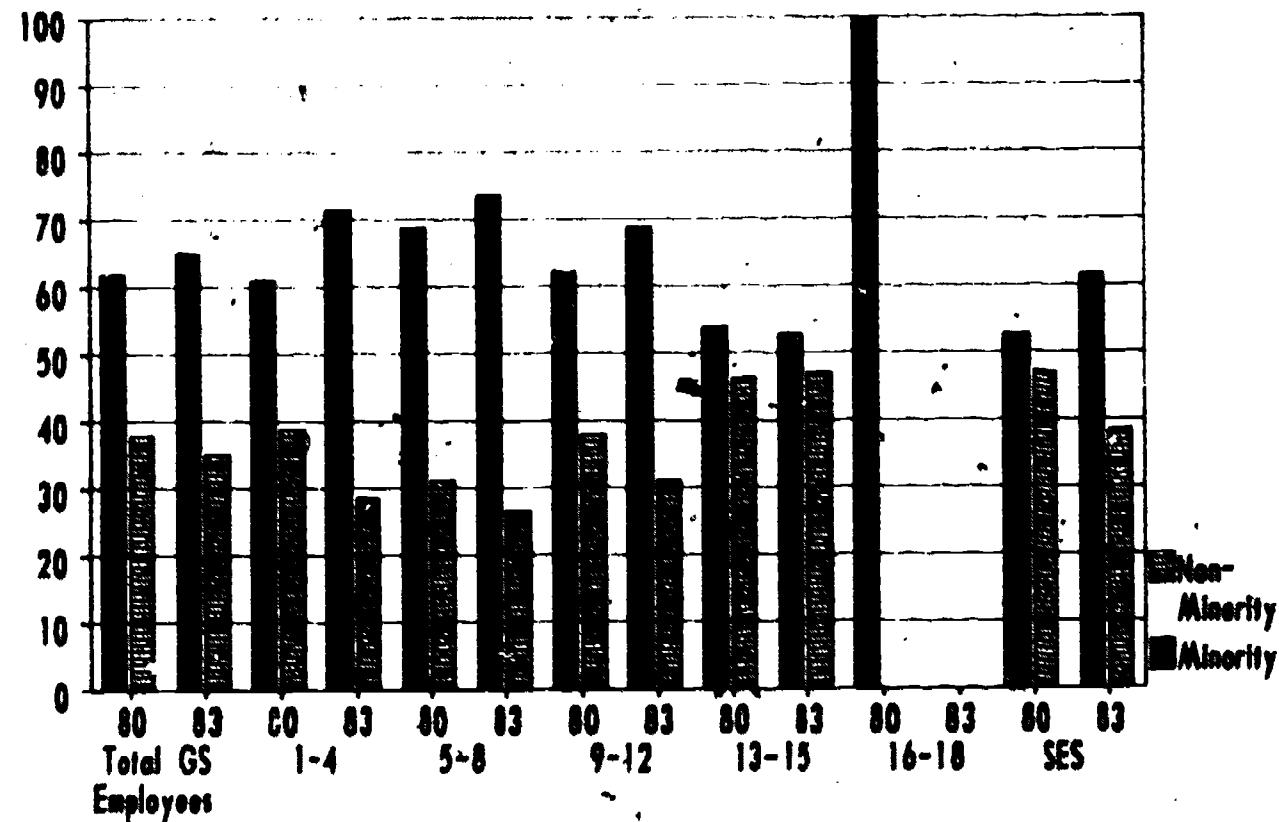
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
ES-1	2	0	2	0	0	0	0	0	0	0	2	0	0	0
ES-2	4	1	7	1	4	1	0	0	0	0	1	5	0	2
ES-3	11	36	7	21	1	2	0	0	0	0	8	23	3	13
ES-4	14	172	0	106	2	15	0	5	0	1	10	125	4	47
<b>SUBTOTAL</b>	<b>28</b>	<b>218</b>	<b>18</b>	<b>131</b>	<b>3</b>	<b>18</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>21</b>	<b>163</b>	<b>7</b>	<b>62</b>
ES-5	15	152	7	90	1	13	0	0	0	1	8	104	5	40
ES-6	21	191	14	120	1	16	1	2	0	0	16	146	5	45
ES-7	16	70	12	51	0	6	0	0	0	0	12	57	4	17
ES-8	1	15	1	13	0	0	0	0	0	0	1	13	0	2
<b>SUBTOTAL</b>	<b>53</b>	<b>432</b>	<b>34</b>	<b>282</b>	<b>2</b>	<b>35</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>37</b>	<b>320</b>	<b>16</b>	<b>112</b>
ES-9	25	105	13	65	0	11	0	1	0	0	15	77	12	26
ES-10	0	5	0	3	0	1	0	0	0	0	0	0	0	1
ES-11	442	510	215	299	78	56	8	8	2	2	505	365	139	145
ES-12	200	162	87	88	35	13	7	2	1	1	130	104	70	58
<b>SUBTOTAL</b>	<b>667</b>	<b>992</b>	<b>318</b>	<b>485</b>	<b>113</b>	<b>81</b>	<b>15</b>	<b>11</b>	<b>5</b>	<b>5</b>	<b>446</b>	<b>350</b>	<b>221</b>	<b>230</b>
ES-13	152	265	143	107	40	19	7	5	1	0	191	151	161	134
ES-14	129	54	53	26	21	3	1	0	0	0	75	29	56	25
ES-15	63	23	33	9	7	1	2	0	0	0	42	10	41	13
<b>SUBTOTAL</b>	<b>344</b>	<b>342</b>	<b>229</b>	<b>142</b>	<b>60</b>	<b>23</b>	<b>10</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>308</b>	<b>170</b>	<b>256</b>	<b>172</b>
ES-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ES-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
ES-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL</b>	<b>1336</b>	<b>1782</b>	<b>605</b>	<b>1017</b>	<b>190</b>	<b>157</b>	<b>26</b>	<b>21</b>	<b>4</b>	<b>5</b>	<b>829</b>	<b>1200</b>	<b>569</b>	<b>582</b>

116

102

Equal Employment Opportunity Commission  
Minority - Non-Minority Employment Profiles  
1980 and 1983

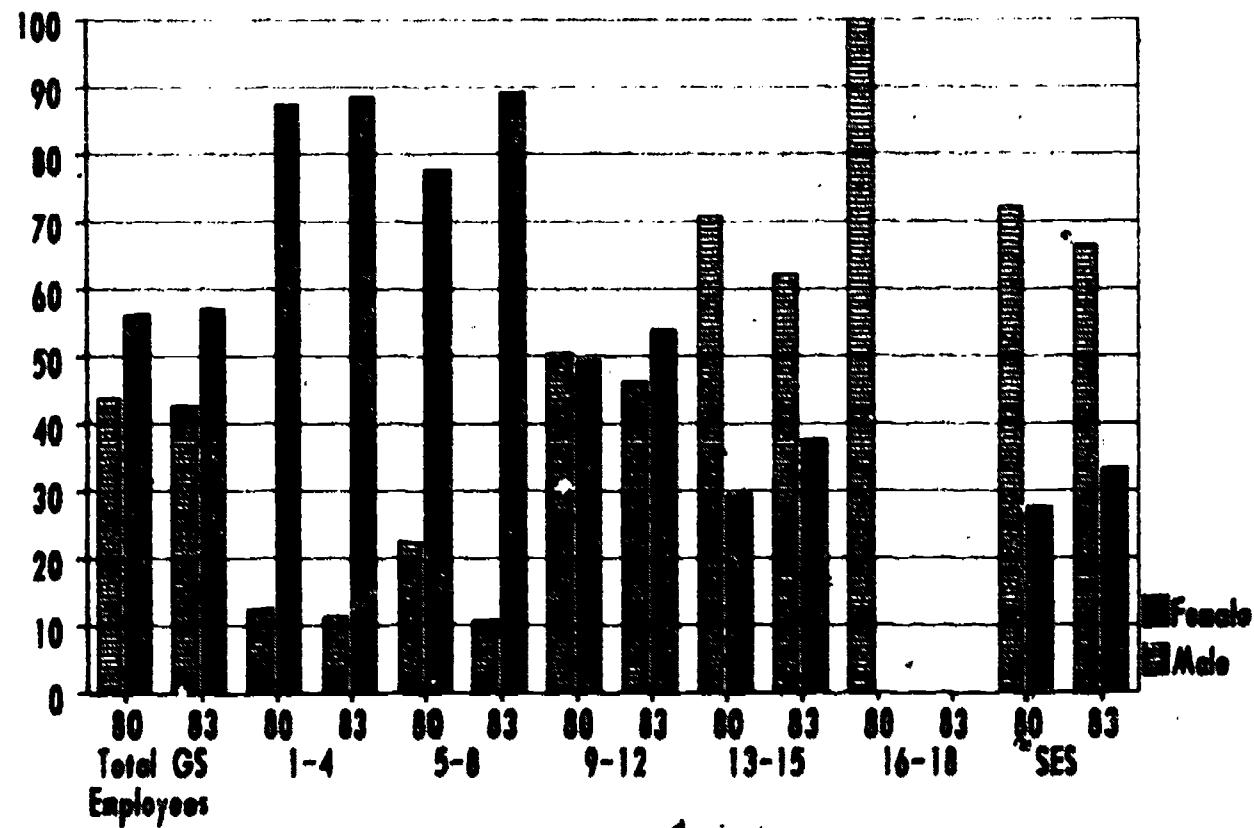
Percent



108

Equal Employment Opportunity Commission  
Male - Female Employment Profiles  
1980 and 1983

Percent



100

Federal Communications Commission  
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	18	0	9	0	1	0	0	0	0	0	10	0	8
GS-3	12	36	9	23	0	1	0	0	0	0	9	24	5	12
GS-4	22	163	12	78	0	3	1	1	0	0	13	62	9	81
SUBTOTAL	34	217	21	119	0	5	1	1	0	0	22	116	12	101
GS-5	35	160	1	72	2	3	0	2	0	1	16	73	19	82
GS-6	39	176	0	67	5	1	1	3	0	0	18	71	21	87
GS-7	38	1	0	5	0	3	0	4	0	1	10	79	28	66
GS-8	10	0	0	1	0	1	0	0	0	0	2	24	8	25
SUBTOTAL	122	532	37	3	8	6	1	9	0	2	46	272	76	260
GS-9	64	60	11	1	3	1	4	0	0	0	18	21	66	39
GS-10	25	2	2	1	0	0	0	0	0	0	5	1	20	1
GS-11	84	0	8	1	2	1	1	1	1	0	12	16	72	44
GS-12	155	5	12	6	1	3	5	0	0	0	18	9	137	44
SUBTOTAL	346	175	33	41	6	5	11	1	1	0	51	47	295	128
GS-13	222	41	17	12	1	1	4	0	3	0	25	15	167	28
GS-14	188	25	19	4	2	0	3	1	0	0	24	5	164	16
GS-15	149	19	11	3	0	0	0	0	1	0	12	3	157	16
SUBTOTAL	579	83	47	19	3	1	7	1	4	0	61	21	518	62
GS-16	14	0	1	0	1	0	0	0	0	0	2	0	12	0
GS-17	2	1	0	0	0	0	0	0	0	0	0	0	2	1
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	16	1	1	0	1	0	0	0	0	0	2	0	14	1
SES	34	1	2	0	1	0	0	0	0	0	3	0	31	1
TOTAL	1131	1009	161	623	19	19	20	12	5	2	185	456	946	553

109

105

Federal Communications Commission  
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	2	5	1	3	0	0	0	0	0	0	1	3	1	2
GS-3	11	50	2	22	0	1	0	1	0	0	2	24	4	26
GS-4	12	64	6	35	0	3	0	0	0	0	8	38	4	26
SUBTOTAL	25	119	11	60	0	4	0	1	0	0	11	65	14	54
GS-5	28	100	10	46	2	3	1	0	0	2	15	51	15	49
GS-6	24	200	10	105	1	4	0	1	0	0	11	110	13	90
GS-7	33	115	8	68	5	0	1	3	0	0	14	71	19	44
GS-8	9	49	0	27	2	0	0	0	0	0	2	27	7	22
SUBTOTAL	96	464	28	246	10	7	2	4	0	2	40	259	54	205
GS-9	91	93	10	37	4	4	2	1	1	0	17	42	74	51
GS-10	17	2	1	2	0	0	0	0	0	0	1	2	16	0
GS-11	52	86	10	31	2	2	0	1	1	0	13	34	39	52
GS-12	122	45	17	13	4	1	2	0	0	0	23	14	99	51
SUBTOTAL	282	226	38	83	10	7	4	2	2	0	54	92	228	134
GS-13	143	42	13	9	0	1	3	0	2	0	18	10	125	32
GS-14	129	20	10	1	0	3	2	1	0	0	12	2	117	15
GS-15	38	11	0	1	1	0	2	0	1	0	4	1	34	10
SUBTOTAL	310	73	23	11	1	4	7	1	3	0	34	16	276	57
GS-16	14	0	1	0	1	0	0	0	0	0	2	0	12	0
GS-17	3	0	0	0	0	0	0	0	0	0	0	0	3	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	17	0	1	0	1	0	0	0	0	0	2	0	15	0
SRS	33	2	1	0	0	0	0	0	0	1	0	0	32	2
TOTAL	761	884	102	400	22	22	13	8	5	21	142	432	619	452

119

106

Federal Communications Commission  
Minority - Non-Minority Employment Profiles  
1980 and 1983

Percent

100

90

80

70

60

50

40

30

20

10

0

Total GS  
Employees

5-8

1-4

9-12

13-15

16-18

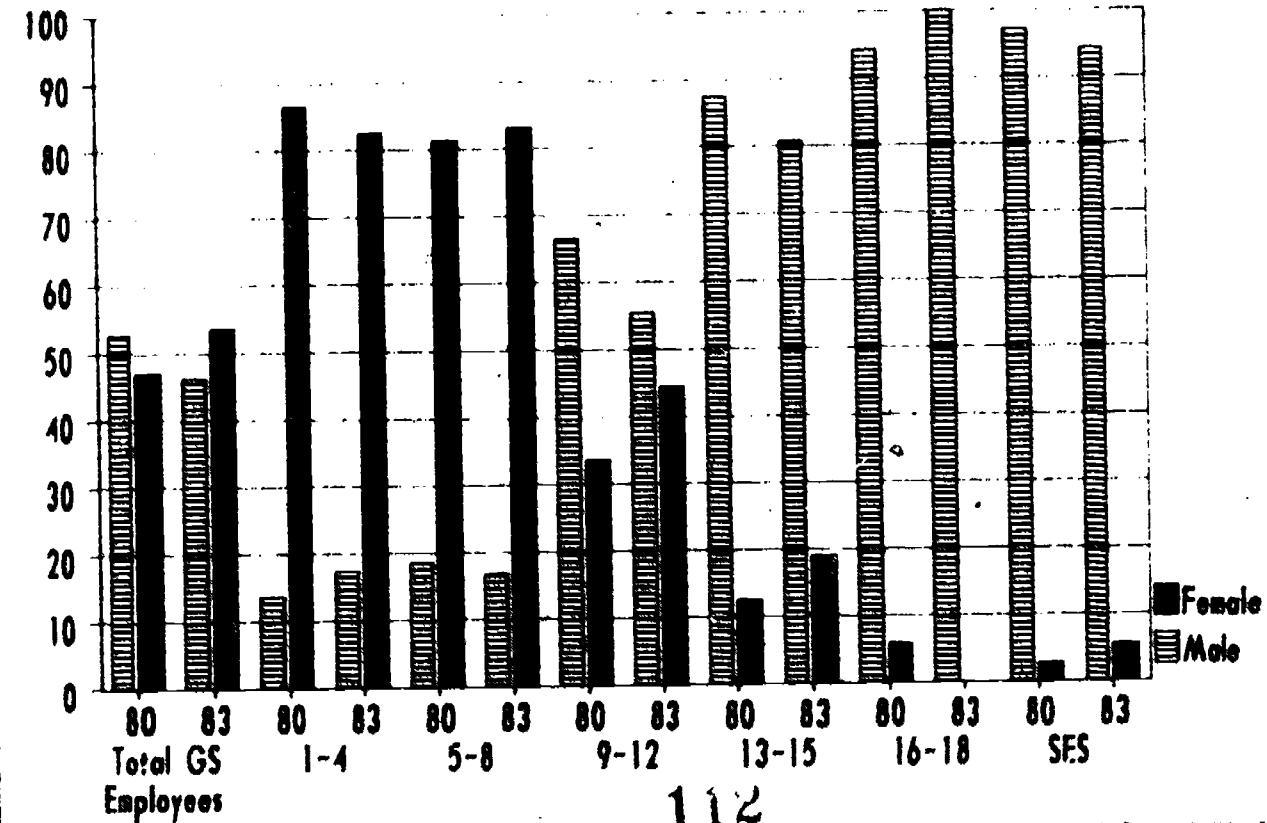
SES

Non-  
Minority  
Minority

107

Federal Communications Commission  
Male - Female Employment Profiles  
1980 and 1983

Percent



108

112

Federal Deposit Insurance Corporation  
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GS-2	2	10	2	4	0	0	0	0	0	0	2	4	0	6	
GS-3	61	91	20	27	10	5	0	1	0	0	30	33	51	58	
GS-4	73	175	14	47	7	6	2	5	0	0	23	60	50	115	
<b>SUBTOTAL</b>	<b>156</b>	<b>276</b>	<b>34</b>	<b>78</b>	<b>17</b>	<b>13</b>	<b>2</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>55</b>	<b>97</b>	<b>101</b>	<b>179</b>	
GS-5	126	174	9	63	6	6	0	3	0	0	25	72	101	102	
GS-6	10	109	7	29	0	1	0	1	0	0	7	31	3	78	
GS-7	78	114	6	18	5	2	0	3	0	1	11	25	67	89	
GS-8	4	31	1	11	0	0	0	0	0	0	1	11	3	20	
<b>SUBTOTAL</b>	<b>218</b>	<b>428</b>	<b>33</b>	<b>121</b>	<b>11</b>	<b>10</b>	<b>0</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>44</b>	<b>139</b>	<b>174</b>	<b>289</b>	
GS-9	327	129	26	18	14	2	3	3	0	0	43	23	284	106	
GS-10	1	1	0	0	0	0	0	0	0	0	0	0	1	1	
GS-11	189	58	17	4	4	4	2	1	2	1	25	10	164	48	
GS-12	609	81	17	8	11	1	4	0	1	0	33	9	576	72	
<b>SUBTOTAL</b>	<b>1126</b>	<b>269</b>	<b>60</b>	<b>30</b>	<b>29</b>	<b>7</b>	<b>9</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>101</b>	<b>42</b>	<b>1025</b>	<b>227</b>	
GS-13	376	34	10	5	3	0	0	3	0	0	15	8	363	26	
GS-14	266	11	4	0	3	0	1	0	1	0	9	0	257	11	
GS-15	92	2	2	0	1	0	0	0	0	0	3	0	89	2	
<b>SUBTOTAL</b>	<b>734</b>	<b>47</b>	<b>16</b>	<b>5</b>	<b>7</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>25</b>	<b>8</b>	<b>709</b>	<b>39</b>	
GS-16	30	2	0	0	0	0	0	1	0	0	0	1	1	30	
GS-17	16	1	1	0	0	0	0	0	0	0	1	0	15	1	
GS-18	9	0	0	0	0	0	0	0	0	0	0	0	9	0	
<b>SUBTOTAL</b>	<b>55</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>54</b>	<b>2</b>	
SES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>TOTAL</b>	<b>1</b>	<b>2289</b>	<b>1023</b>	<b>146</b>	<b>234</b>	<b>64</b>	<b>30</b>	<b>12</b>	<b>21</b>	<b>4</b>	<b>21</b>	<b>226</b>	<b>287</b>	<b>2063</b>	<b>734</b>

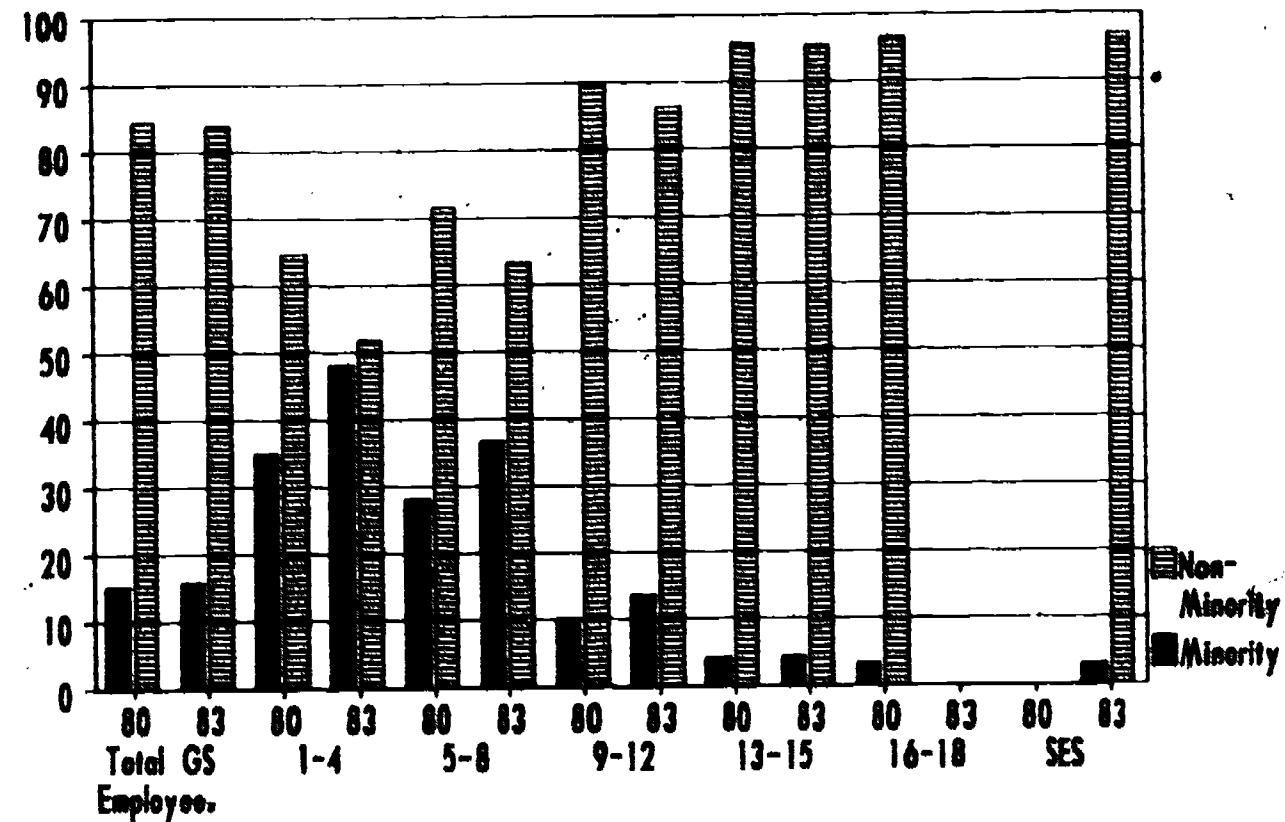
Federal Deposit Insurance Corporation  
 (1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	1	9	1	7	0	1	0	0	0	0	1	8	0	1
GS-3	6	20	4	10	1	0	0	0	0	0	5	10	1	10
GS-4	4	91	1	28	0	4	0	6	0	0	1	38	3	53
<b>SUBTOTAL</b>	<b>11</b>	<b>120</b>	<b>6</b>	<b>45</b>	<b>1</b>	<b>5</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>56</b>	<b>4</b>	<b>64</b>
GS-5	60	127	11	50	2	2	0	3	0	0	13	55	47	72
GS-6	7	105	3	33	1	2	0	3	0	0	4	38	3	65
GS-7	25	89	9	26	3	2	0	2	0	0	12	30	15	59
GS-8	3	35	2	10	0	0	0	0	0	0	2	10	1	23
<b>SUBTOTAL</b>	<b>95</b>	<b>352</b>	<b>25</b>	<b>119</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>31</b>	<b>133</b>	<b>64</b>	<b>219</b>
GS-9	196	112	21	26	10	2	1	0	0	1	32	29	166	83
GS-10	0	3	0	1	0	0	0	0	0	0	0	1	0	2
GS-11	123	59	15	11	5	1	1	2	0	0	21	14	102	45
GS-12	650	131	40	10	17	6	7	2	1	0	65	18	615	113
<b>SUBTOTAL</b>	<b>1001</b>	<b>305</b>	<b>76</b>	<b>10</b>	<b>32</b>	<b>9</b>	<b>9</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>118</b>	<b>62</b>	<b>883</b>	<b>243</b>
GS-13	483	51	13	4	5	0	3	5	0	1	21	10	382	41
GS-14	295	24	4	0	2	0	0	0	0	0	6	0	289	24
GS-15	103	2	3	0	1	0	0	0	0	0	4	0	99	2
<b>SUBTOTAL</b>	<b>601</b>	<b>77</b>	<b>20</b>	<b>4</b>	<b>8</b>	<b>0</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>31</b>	<b>18</b>	<b>778</b>	<b>67</b>
GS-16	0	8	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
SES	58	4	2	0	0	0	0	0	0	0	2	0	56	4
<b>TOTAL</b>	<b>1966</b>	<b>858</b>	<b>129</b>	<b>216</b>	<b>47</b>	<b>20</b>	<b>12</b>	<b>23</b>	<b>1</b>	<b>2</b>	<b>187</b>	<b>261</b>	<b>1777</b>	<b>597</b>

110

Federal Deposit Insurance Corporation  
Minority - Non-Minority Employment Profiles  
1980 and 1983

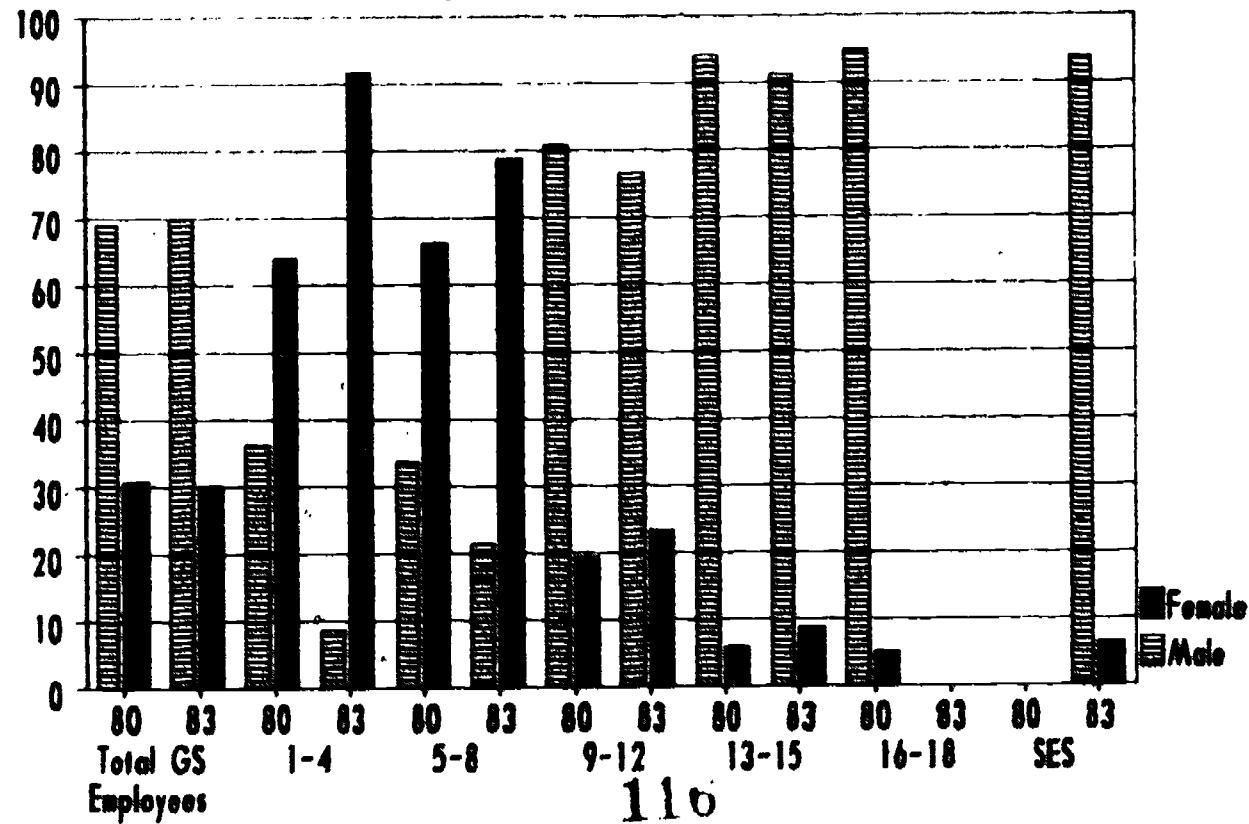
Percent



III

Federal Deposit Insurance Corporation  
Male - Female Employment Profiles  
1980 and 1983

Percent



116

112

Federal Home Loan Bank Board  
 (1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	2	0	2	0	0	0	0	0	0	0	2	0	0
GS-2	2	4	1	2	0	0	0	0	0	0	1	2	1	2
GS-3	1	24	1	11	0	1	0	0	0	0	1	12	0	12
GS-4	25	60	6	20	0	1	0	0	0	0	6	21	19	39
SUBTOTAL	28	98	8	35	0	2	0	0	0	0	8	37	20	53
GS-5	30	102	4	37	5	2	2	0	0	0	9	39	21	63
GS-6	4	58	2	23	0	1	0	3	0	0	2	27	2	31
GS-7	44	79	7	25	1	0	2	3	1	0	11	28	33	51
GS-8	1	17	0	6	0	0	0	0	0	0	0	6	1	11
SUBTOTAL	79	256	13	91	4	5	4	6	1	0	22	100	57	154
GS-9	84	49	0	13	5	0	1	1	1	0	7	14	77	35
GS-10	3	14	0	6	0	0	0	0	0	0	0	6	3	8
GS-11	115	44	9	14	2	0	3	2	0	0	14	16	99	28
GS-12	266	52	10	4	6	0	3	1	0	0	19	5	247	27
SUBTOTAL	466	139	19	37	13	0	7	4	1	0	40	41	426	98
GS-13	184	23	5	5	1	0	3	0	0	0	9	5	175	18
GS-14	114	10	4	2	2	0	1	0	0	0	7	2	107	8
GS-15	52	7	0	1	0	0	0	0	0	0	0	1	52	6
SUBTOTAL	350	40	9	8	3	0	4	0	0	0	14	8	334	52
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	1	0	0	0	0	0	0	0	0	0	0	0	1	0
SRS	14	2	1	0	0	0	0	0	0	0	1	0	13	2
TOTAL	938	527	50	71	20	5	18	10	2	6	87	186	851	341

118

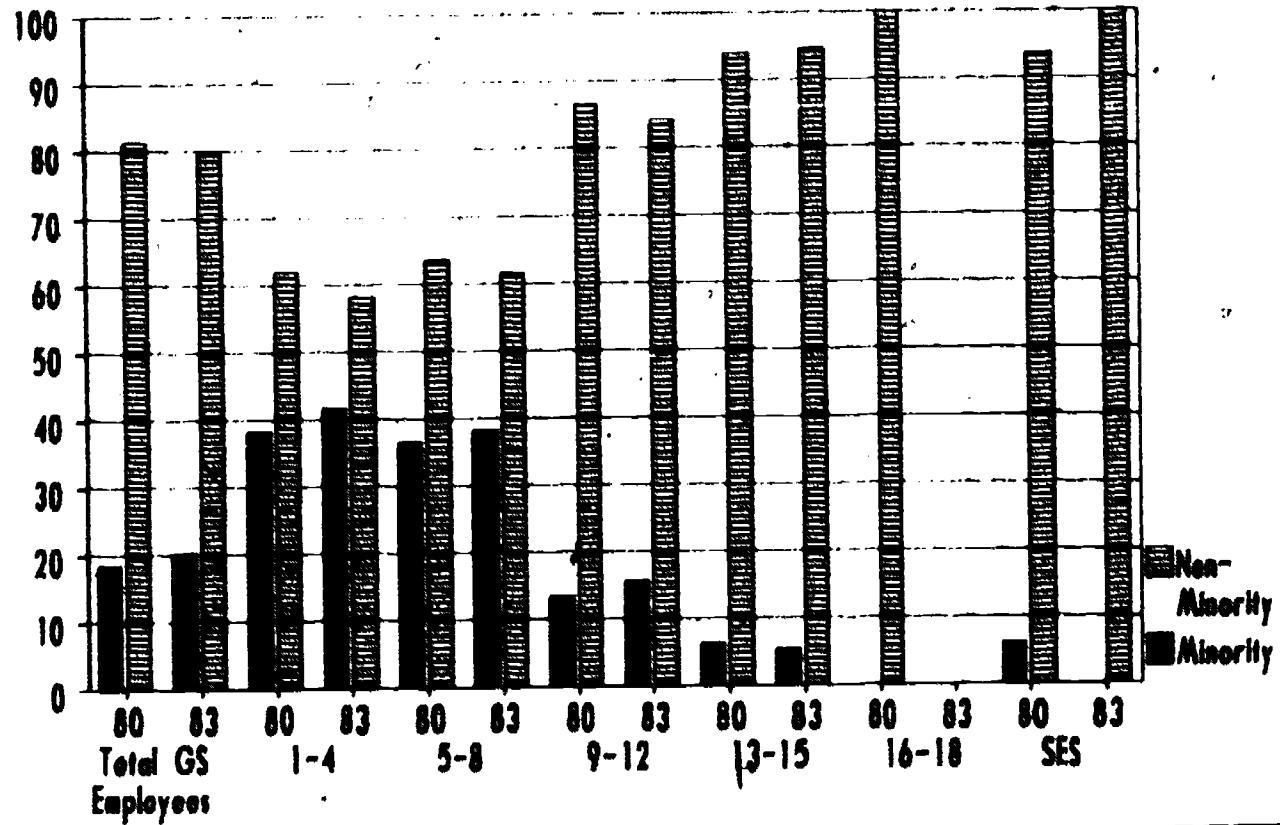
Federal Home Loan Bank Board  
(1985 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-2	1	6	0	4	0	0	0	0	0	0	0	4	1	2
GS-3	3	14	2	2	0	1	0	0	0	1	2	4	1	10
GS-4	15	59	9	13	0	0	0	0	0	1	9	14	6	25
SUBTOTAL	20	59	11	19	0	1	0	0	0	2	11	22	9	37
GS-5	58	110	3	42	1	5	1	1	1	0	6	48	32	62
GS-6	5	62	2	26	0	0	0	2	0	0	2	28	1	36
GS-7	40	41	4	16	1	1	0	0	1	0	6	17	34	24
GS-8	3	76	0	32	0	0	1	2	0	0	1	34	2	40
SUBTOTAL	84	257	9	116	2	6	2	5	2	0	15	127	69	160
GS-9	60	55	9	10	4	1	3	0	0	0	16	11	44	44
GS-10	3	4	0	1	0	0	0	0	1	0	0	1	3	3
GS-11	121	61	20	13	4	7	3	3	1	0	28	18	93	45
GS-12	327	72	14	8	6	0	7	0	1	0	28	8	299	64
SUBTOTAL	511	192	45	32	14	5	15	5	2	0	72	58	439	184
GS-13	116	12	1	2	0	0	1	1	0	0	2	3	114	9
GS-14	104	21	4	3	0	0	2	0	0	0	6	3	100	18
GS-15	50	13	1	1	2	0	0	0	0	0	3	1	55	12
SUBTOTAL	260	46	6	6	2	0	3	1	0	0	11	7	269	39
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	13	1	0	0	0	0	0	0	0	0	0	0	13	1
TOTAL	988	585	69	173	16	10	15	9	4	21	109	194	799	391

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Federal Home Loan Bank Board  
Minority - Non-Minority Employment Profiles  
1980 and 1983

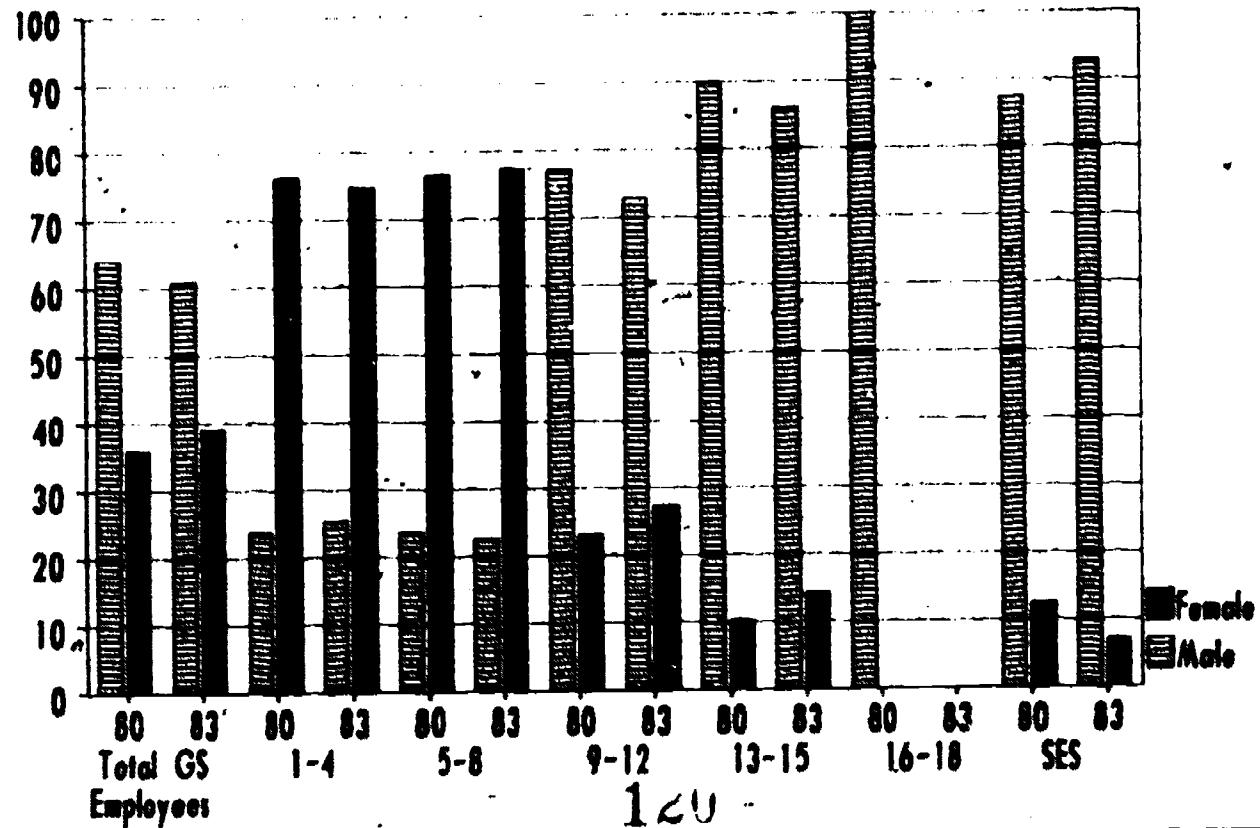
Percent



116

Federal Home Loan Bank Board  
Male - Female Employment Profiles  
1980 and 1983

Percent



**Federal Labor Relations Authority**  
**(1980 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	8	8	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-3	0	2	0	2	0	0	0	0	0	0	0	2	0	0
GS-4	1	10	0	3	0	1	0	0	0	0	0	4	1	4
<b>SUBTOTAL</b>	<b>1</b>	<b>12</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>1</b>	<b>6</b>
GS-5	4	24	2	11	0	0	0	0	0	0	2	11	2	13
GS-6	1	16	1	11	0	0	0	0	0	0	1	11	0	5
GS-7	1	18	0	7	0	1	0	0	0	0	0	8	1	40
GS-8	0	4	0	2	0	0	0	1	0	0	0	3	0	1
<b>SUBTOTAL</b>	<b>0</b>	<b>62</b>	<b>3</b>	<b>31</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>33</b>	<b>3</b>	<b>29</b>
GS-9	8	21	2	5	0	1	0	0	0	0	2	6	4	15
GS-10	0	2	0	0	0	0	0	0	0	0	0	0	0	2
GS-11	1	18	1	1	0	0	0	0	0	0	1	1	0	8
GS-12	24	21	4	4	0	0	1	0	0	0	5	4	19	17
<b>SUBTOTAL</b>	<b>41</b>	<b>62</b>	<b>7</b>	<b>10</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>11</b>	<b>33</b>	<b>51</b>
GS-13	35	17	3	2	2	1	0	1	0	0	5	4	30	13
GS-14	25	7	0	1	1	0	0	0	0	0	1	1	24	6
GS-15	31	6	2	2	1	0	0	0	0	0	3	2	25	4
<b>SUBTOTAL</b>	<b>91</b>	<b>50</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>7</b>	<b>82</b>	<b>23</b>
GS-16	11	1	1	0	0	0	0	0	0	0	1	0	10	1
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>12</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>11</b>	<b>1</b>
<b>SES</b>	<b>9</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>9</b>	<b>0</b>
<b>TOTAL</b>	<b>1</b>	<b>160</b>	<b>160</b>	<b>16</b>	<b>82</b>	<b>4</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>21</b>	<b>58</b>	<b>139</b>	<b>110</b>

Federal Labor Relations Authority  
1983 EMPLOYMENT PROFILE

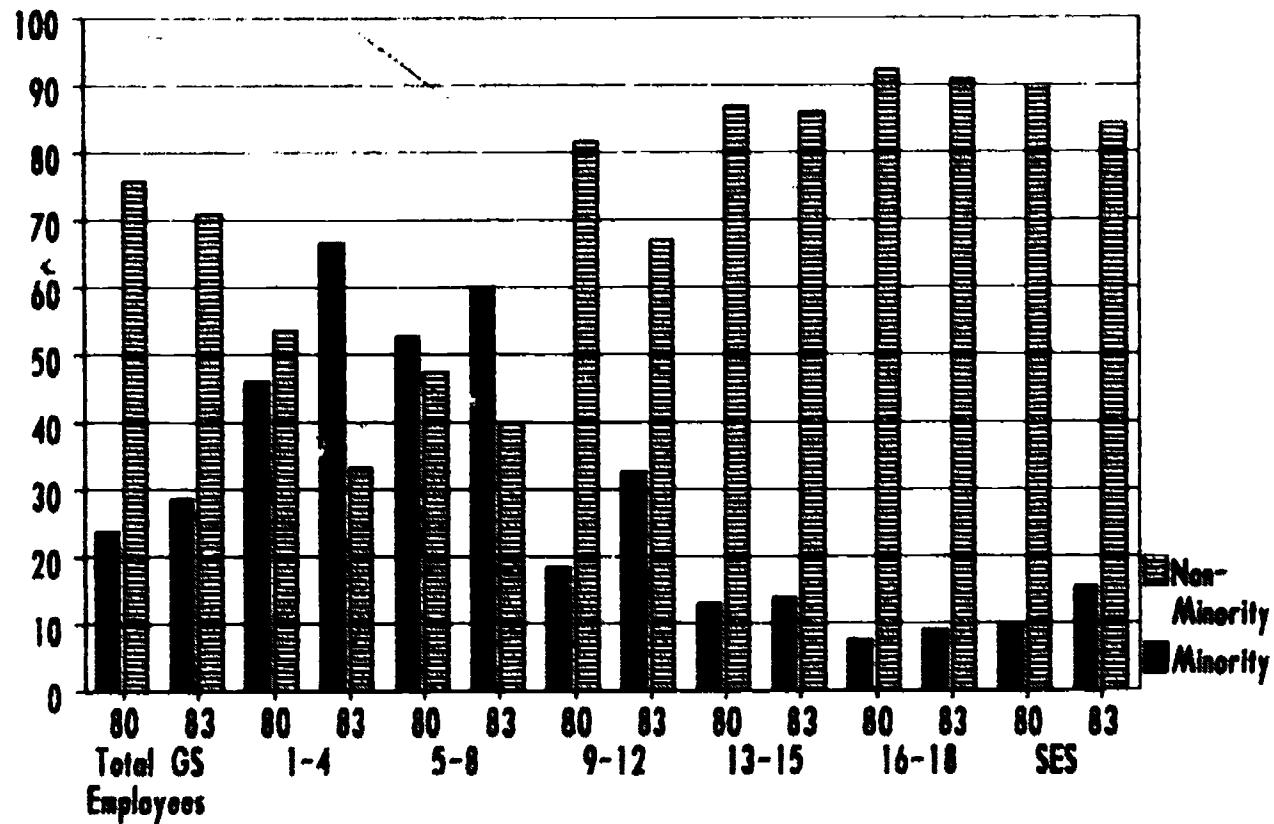
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-3	0	1	0	1	0	0	0	0	0	0	0	1	0	1
GS-4	0	8	0	4	0	0	0	1	0	0	0	5	0	5
<b>SUBTOTAL</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>6</b>
GS-5	1	4	1	1	0	0	0	0	0	0	0	13	0	5
GS-6	0	18	0	15	0	0	0	0	0	0	0	8	0	9
GS-7	0	17	0	8	0	0	0	0	0	0	0	0	0	4
GS-8	1	12	1	7	0	1	0	0	0	0	1	0	0	1
<b>SUBTOTAL</b>	<b>2</b>	<b>51</b>	<b>2</b>	<b>29</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>30</b>	<b>0</b>	<b>21</b>
GS-9	7	13	0	5	0	0	0	1	0	0	0	6	7	7
GS-10	0	2	0	0	0	0	0	0	0	0	0	1	1	5
GS-11	3	6	2	1	0	0	0	0	0	0	3	7	5	12
GS-12	8	19	3	6	0	1	0	0	0	0	5	14	13	20
<b>SUBTOTAL</b>	<b>18</b>	<b>60</b>	<b>5</b>	<b>12</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>14</b>	<b>13</b>	<b>20</b>
GS-13	35	22	5	4	1	0	1	0	0	0	7	4	28	18
GS-14	23	12	1	2	1	0	0	0	0	0	2	2	21	10
GS-15	22	7	1	1	0	0	0	0	0	0	4	1	21	6
<b>SUBTOTAL</b>	<b>80</b>	<b>41</b>	<b>7</b>	<b>7</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>10</b>	<b>7</b>	<b>70</b>	<b>34</b>
GS-16	9	1	1	0	0	0	0	0	0	0	0	0	1	0
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	1	0	0	1
<b>SUBTOTAL</b>	<b>10</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>SES</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>14</b>	<b>2</b>
<b>TOTAL</b>	<b>1</b>	<b>126</b>	<b>145</b>	<b>16</b>	<b>54</b>	<b>3</b>	<b>21</b>	<b>1</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>20</b>	<b>58</b>	<b>106</b>
														<b>37</b>

122

118

Federal Labor Relations Authority  
Minority - Non-Minority Employment Profiles  
1980 and 1983

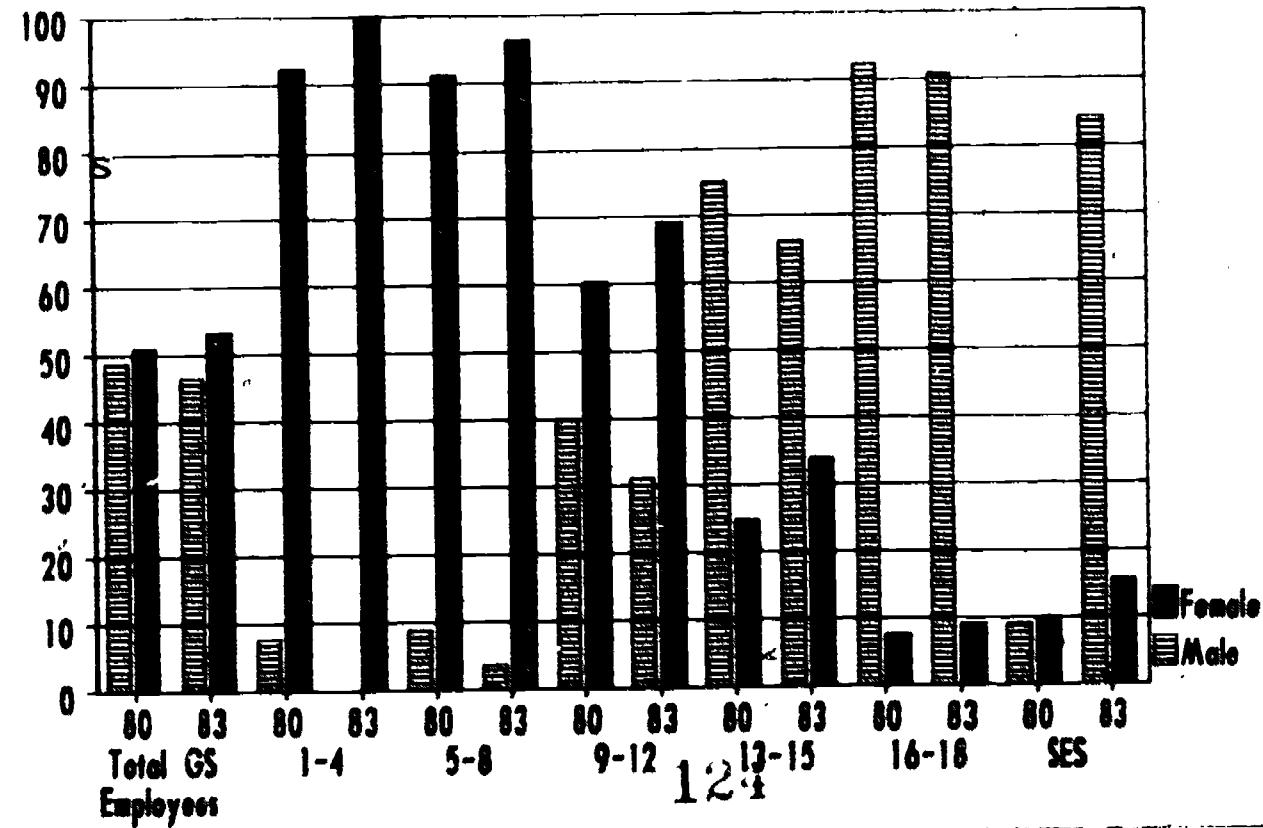
Percent



119

Federal Labor Relations Authority  
Male - Female Employment Profiles  
1980 and 1983

Percent



124

Federal Trade Commission  
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GS-2	3	8	0	6	0	1	0	0	0	0	0	7	3	1	
GS-3	12	15	8	9	0	0	0	0	0	0	0	9	4	4	
GS-4	20	41	15	24	0	3	1	3	0	0	14	30	6	11	
SUBTOTAL	55	62	21	39	0	4	1	3	0	0	22	46	13	16	
GS-5	17	114	9	73	0	1	3	0	0	0	12	74	5	60	
GS-6	19	156	13	95	6	5	0	0	0	0	13	98	6	56	
GS-7	16	113	3	62	0	2	0	0	0	0	3	64	13	49	
GS-8	8	32	5	12	0	0	0	1	0	0	5	13	3	19	
SUBTOTAL	60	413	30	292	0	6	3	1	0	0	33	249	27	164	
GS-9	20	56	4	21	1	1	0	2	0	0	5	24	15	32	
GS-10	1	6	1	2	0	0	0	0	0	0	1	2	0	4	
GS-11	62	65	7	12	4	2	4	0	1	0	16	14	46	51	
GS-12	112	50	16	11	5	2	3	2	0	0	24	15	88	43	
SUBTOTAL	195	185	28	46	10	5	7	4	1	0	46	55	149	130	
GS-13	129	60	9	7	0	0	4	0	0	0	13	7	116	53	
GS-14	141	55	6	9	0	0	1	1	0	0	7	1	134	54	
GS-15	197	27	3	3	0	2	2	0	0	0	5	5	192	22	
SUBTOTAL	467	142	18	10	0	2	7	1	0	0	25	13	442	129	
GS-16	11	0	0	0	0	0	1	0	0	0	1	0	10	0	
GS-17	1	8	0	8	0	0	0	0	0	0	0	0	1	0	
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
SUBTOTAL	12	0	0	0	0	0	1	0	0	0	1	0	11	0	
SES	37	3	2	0	0	0	0	0	0	0	2	0	36	3	
TOTAL	1	806	805	99	337	10	17	19	9	1	0	129	363	677	442

121

7

Federal Trade Commission  
(1983 EMPLOYMENT PROFILE)

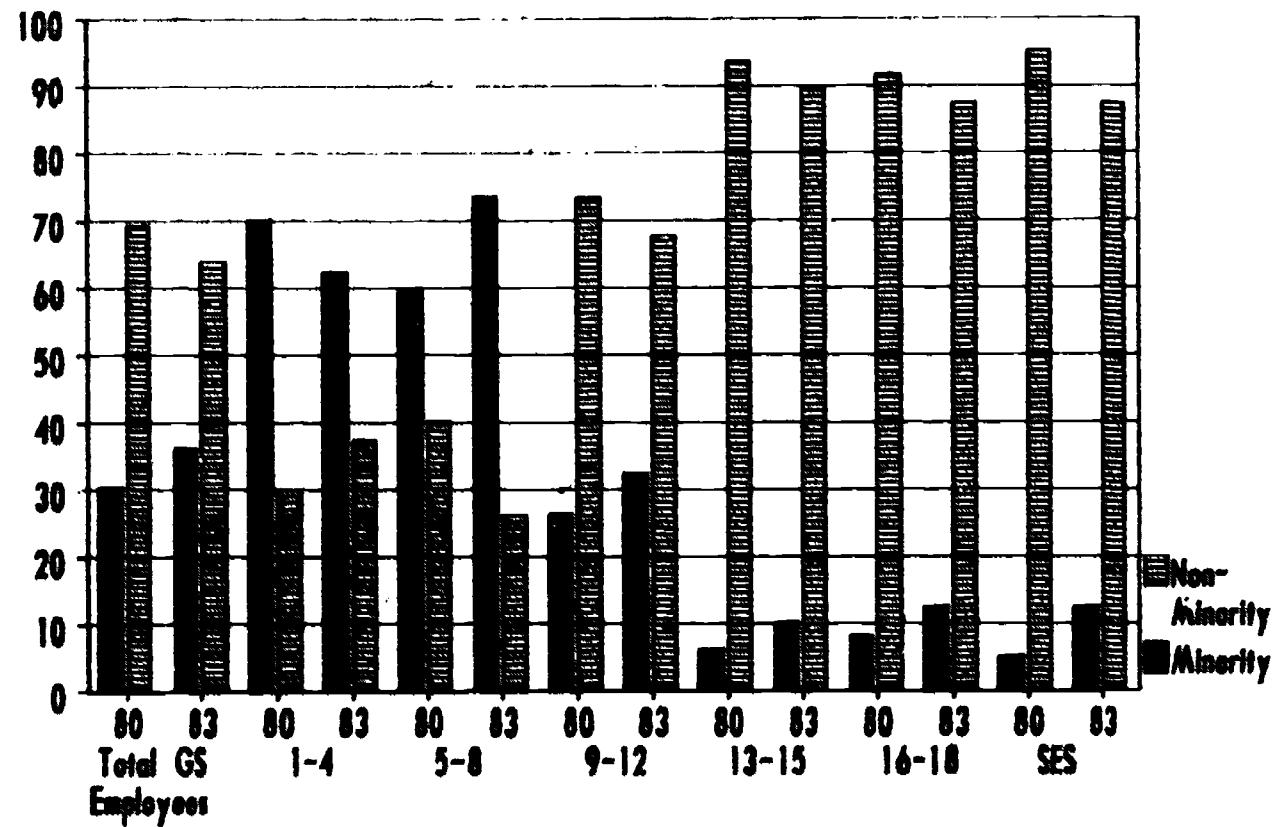
Pay System	Total Employees		Black		Hispanic		Asian American/Pacific Islander		American Indian/Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	1	2	0	2	0	0	0	0	0	0	0	2	1	0
GS-3	2	5	0	0	0	0	0	0	0	0	0	0	2	5
GS-4	6	16	4	13	0	0	0	1	0	0	4	14	2	2
SUBTOTAL	9	23	4	15	0	0	0	1	0	0	4	16	5	7
GS-5	16	70	12	50	0	2	1	4	0	0	13	56	3	14
GS-6	13	121	7	96	0	1	1	0	0	0	8	97	5	24
GS-7	15	107	7	71	0	2	0	1	0	0	7	76	6	33
GS-8	7	27	5	16	0	1	0	0	0	0	5	16	2	11
SUBTOTAL	49	325	31	233	0	8	2	5	0	0	33	243	16	82
GS-9	13	44	4	25	0	21	0	0	0	0	4	27	9	17
GS-10	0	5	0	2	0	0	0	0	0	0	0	2	0	3
GS-11	21	34	4	8	0	1	0	1	0	0	4	10	17	24
GS-12	53	43	6	11	4	1	0	0	0	0	10	12	43	31
SUBTOTAL	87	126	14	46	4	4	0	1	0	0	18	51	69	75
GS-13	93	37	11	7	5	0	5	0	0	0	21	7	72	30
GS-14	104	36	9	2	0	0	0	0	0	0	9	2	95	34
GS-15	205	33	7	3	0	0	2	1	0	0	9	4	196	29
SUBTOTAL	402	106	27	12	2	0	7	1	0	0	39	13	362	93
GS-16	7	0	0	0	0	0	1	0	0	0	1	0	6	0
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	8	0	0	0	0	0	1	0	0	0	1	0	7	0
SES	24	8	2	0	0	1	0	1	0	0	2	2	22	6
TOTAL	579	568	78	506	9	10	10	9	0	0	97	325	482	263

122

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Federal Trade Commission  
 Minority - Non-Minority Employment Profiles  
 1980 and 1983

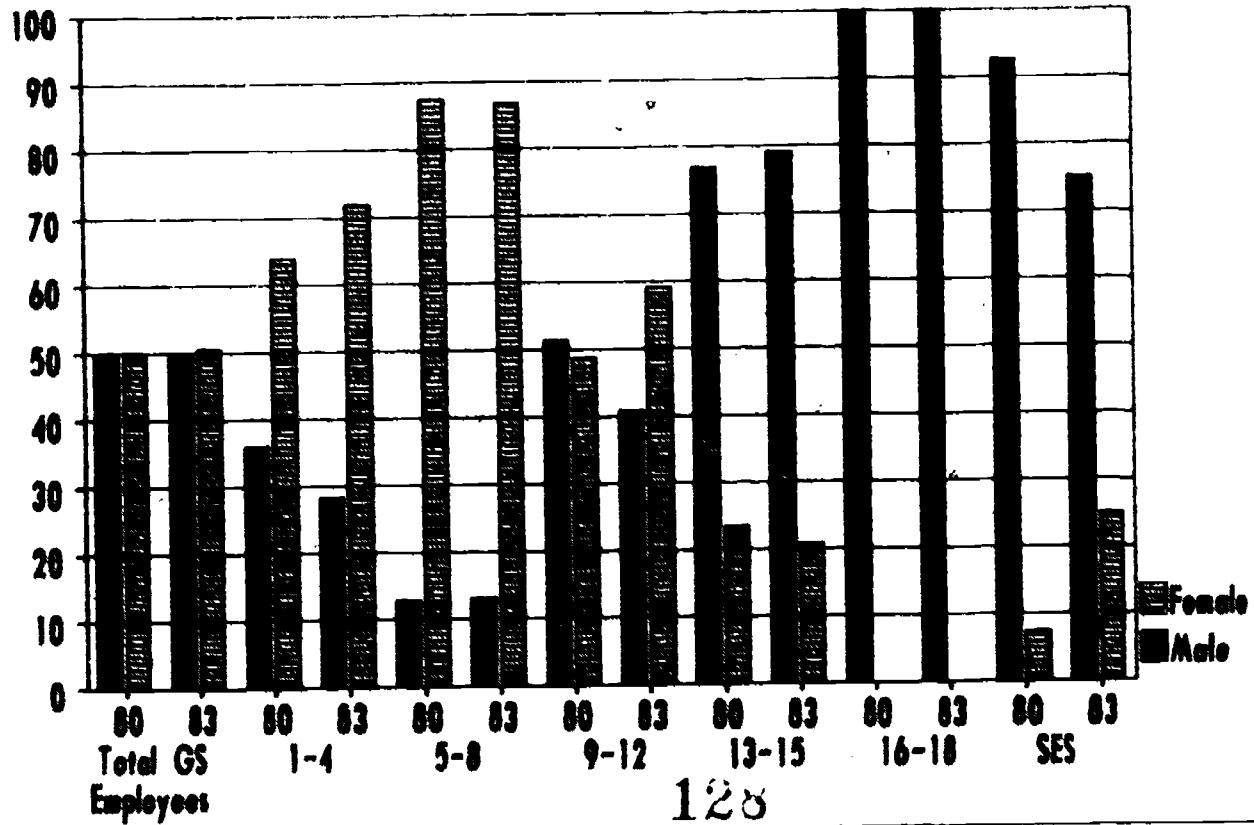
Percent



128

Federal Trade Commission  
Male - Female Employment Profiles  
1980 and 1983

Percent



128

General Accounting Office  
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	1	19	0	11	0	4	0	0	0	0	0	15	1	4
GS-2	9	47	4	30	1	6	1	0	0	0	6	33	3	17
GS-3	20	115	10	58	2	3	1	1	0	0	15	62	7	55
GS-4	53	222	20	97	4	10	0	1	0	1	24	109	29	113
SUBTOTAL	83	403	34	196	7	17	2	2	0	1	43	216	40	187
GS-5	54	279	13	140	5	3	3	6	0	1	21	149	33	130
GS-6	7	225	2	107	0	8	0	5	0	0	2	118	5	107
GS-7	142	267	33	76	9	6	4	6	0	0	46	90	96	157
GS-8	2	40	1	12	0	1	0	0	0	0	1	13	1	27
SUBTOTAL	205	791	49	335	14	20	7	15	0	0	70	370	135	421
GS-9	149	167	21	46	7	3	4	4	0	0	32	53	117	114
GS-10	1	7	0	2	0	0	0	0	0	0	0	2	1	5
GS-11	206	196	22	44	7	3	5	4	0	0	34	51	172	143
GS-12	938	237	92	67	31	4	17	3	0	0	140	74	798	163
SUBTOTAL	1299	605	135	159	45	10	26	11	0	0	206	180	1088	425
GS-13	646	106	25	12	4	1	7	4	1	0	39	17	827	89
GS-14	639	37	10	3	12	0	4	1	1	0	27	4	612	53
GS-15	327	17	5	0	2	0	1	1	0	0	5	1	319	16
SUBTOTAL	1632	160	40	15	20	1	12	6	2	0	74	22	1756	138
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	96	31	2	11	0	0	2	0	0	0	9	11	92	2
TOTAL	3510	1962	268	706	66	48	49	34	2	11	397	789	3113	1173

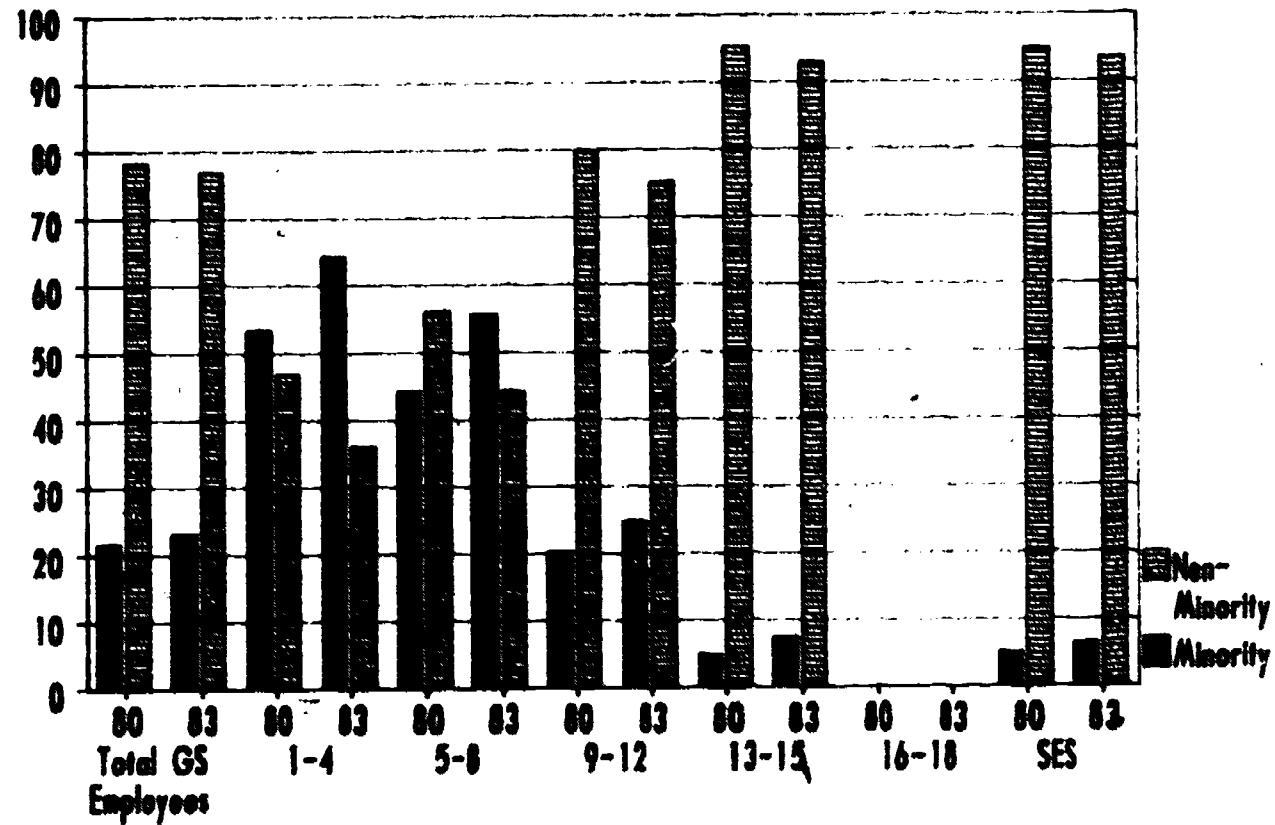
General Accounting Office  
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	5	0	3	0	0	0	0	0	0	0	3	0	2
GS-3	3	46	1	25	0	4	0	1	0	0	1	28	2	18
GS-4	15	129	7	77	0	3	1	5	0	2	6	87	7	42
SUBTOTAL	18	180	8	103	0	7	1	6	0	2	9	118	9	62
GS-5	12	165	6	102	1	1	1	0	0	0	8	103	4	62
GS-6	13	258	7	157	0	6	0	7	0	1	7	171	6	87
GS-7	62	208	9	76	9	7	1	11	0	0	19	94	43	114
GS-8	5	53	0	21	0	3	0	2	0	0	4	26	1	27
SUBTOTAL	92	684	26	364	10	17	2	20	0	1	38	394	54	298
GS-9	80	162	18	44	5	9	3	10	1	0	27	63	53	99
GS-10	1	7	0	2	0	0	0	0	0	0	0	2	1	5
GS-11	127	164	14	47	7	3	3	3	0	0	24	55	103	111
GS-12	800	366	70	90	31	6	23	13	1	1	145	110	455	256
SUBTOTAL	1000	699	122	183	43	18	29	26	2	1	196	228	812	471
GS-13	856	176	46	33	15	2	7	5	2	0	72	40	784	136
GS-14	703	60	8	5	10	0	6	3	0	1	24	9	679	51
GS-15	367	25	0	0	3	0	3	1	0	0	14	1	583	24
SUBTOTAL	1926	261	64	38	28	2	16	9	2	1	110	50	1816	211
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	100	8	3	2	0	0	2	0	0	0	5	2	98	6
TOTAL	3144	1832	223	682	81	44	50	61	4	51	358	792	2786	1940

130

General Accounting Office  
Minority - Non-Minority Employment Profiles  
1980 and 1983

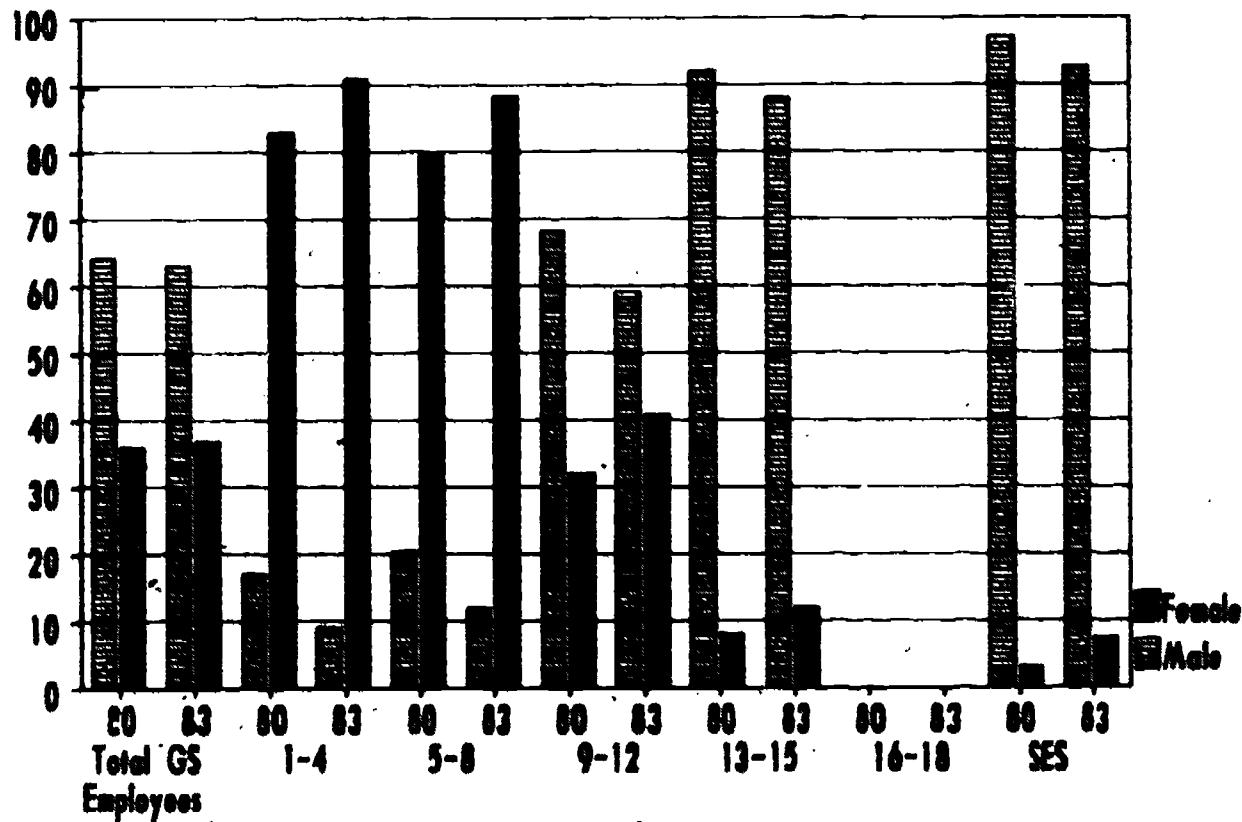
Percent



127

General Accounting Office  
Male - Female Employment Profiles  
1980 and 1983

Percent



132

128

General Services Administration  
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black	Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	6	3	0	1	0	0	0	0	0	0	1	6	2
GS-2	22	80	11	42	2	4	0	0	0	1	15	97	93
GS-3	152	625	66	195	13	27	2	4	0	2	81	250	71
GS-4	525	1534	168	515	27	52	3	16	1	12	199	597	326
SUBTOTAL	705	2242	245	751	42	83	8	26	1	16	293	875	412
GS-5	2509	2197	1066	709	85	79	32	27	6	17	1189	832	1320
GS-6	435	1070	144	388	20	30	6	10	4	9	174	437	261
GS-7	673	1020	228	344	28	22	15	37	2	3	271	406	402
GS-8	154	132	44	52	3	1	4	1	1	0	52	54	102
SUBTOTAL	3771	4423	1482	1493	136	132	55	75	13	29	1666	1729	2085
GS-9	766	755	189	207	24	16	17	21	4	2	234	246	532
GS-10	35	9	3	2	0	0	0	0	0	0	5	2	32
GS-11	1493	661	194	170	37	18	25	15	11	4	265	205	1228
GS-12	1838	546	162	148	45	2	46	5	8	3	261	158	1577
SUBTOTAL	4132	1971	548	527	106	36	86	59	23	9	763	611	3369
MGS-13	1467	276	109	43	25	7	25	4	7	1	164	55	1283
MGS-14	767	94	39	14	12	1	9	0	3	0	63	15	684
MGS-15	341	28	19	1	3	0	2	1	1	0	25	2	316
SUBTOTAL	2635	398	167	58	36	8	36	5	11	1	252	72	2285
GS-16	6	11	0	0	0	0	1	0	0	0	1	0	5
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	1	0	0	0	0	0	0	0	0	0	0	0	1
SUBTOTAL	8	1	0	0	0	0	1	0	0	0	1	0	7
SES	104	7	9	1	0	0	0	0	0	0	9	1	95
TOTAL	11255	9042	2451	2832	322	259	183	145	48	54	3004	3268	8281
													5754

\* for agencies with GM series, these values are added into the GS series

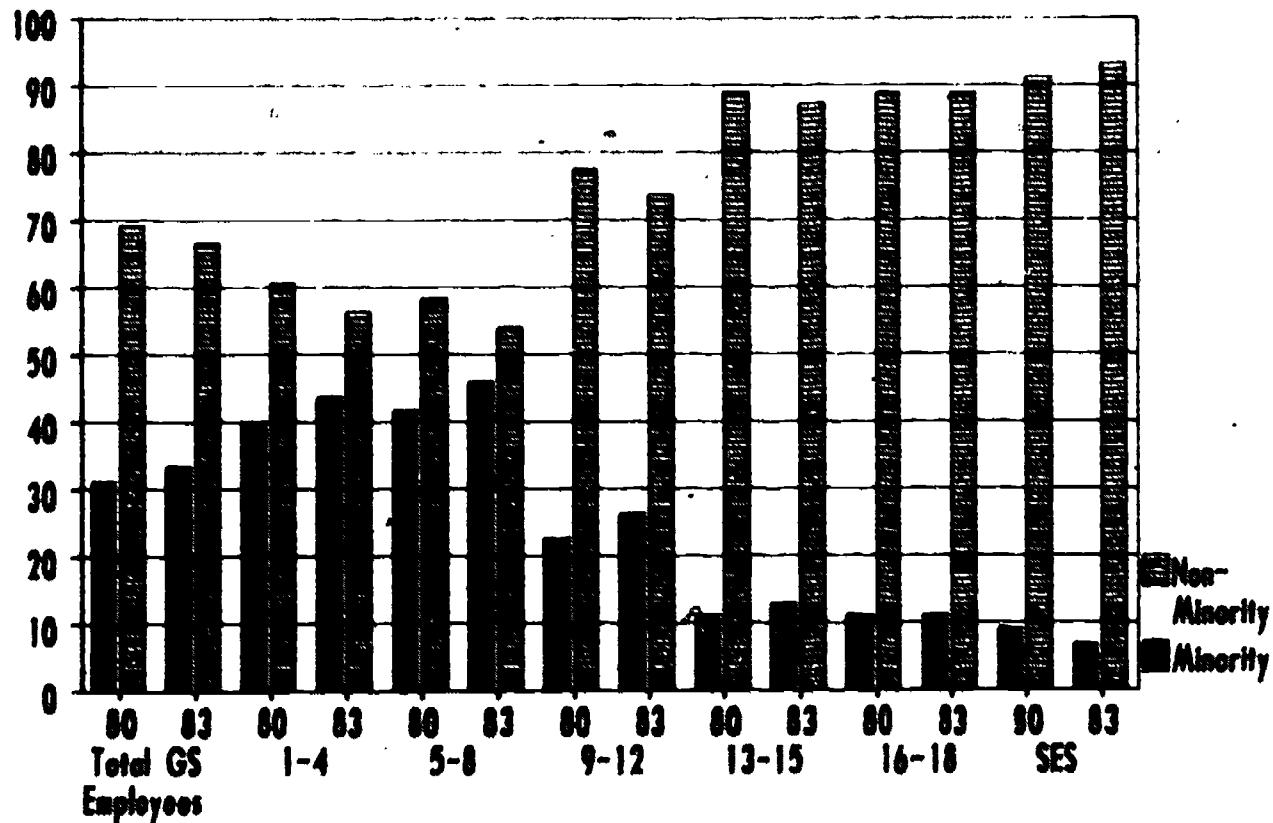
General Services Administration  
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	7	2	0	1	0	0	0	0	0	0	0	1	7	1
GS-2	12	31	6	13	0	1	0	1	0	0	6	15	6	16
GS-3	69	316	30	109	6	14	2	6	0	2	38	131	51	185
GS-4	322	976	110	320	16	50	4	15	0	4	130	449	192	529
SUBTOTAL	430	1327	146	503	22	65	6	22	0	6	170	594	254	731
GS-5	1750	1708	869	584	58	67	23	38	5	17	867	706	843	1002
GS-6	312	946	128	386	10	23	5	8	2	9	145	474	167	520
GS-7	560	882	218	360	22	28	12	17	2	7	259	412	286	470
GS-8	115	157	38	61	1	0	3	2	0	0	42	63	73	94
SUBTOTAL	2697	3693	1193	1591	83	118	43	65	4	33	1328	1607	1369	2084
GS-9	573	602	170	214	19	14	12	24	2	2	203	254	370	348
GS-10	26	12	2	3	3	0	0	0	1	0	6	3	20	9
GS-11	1240	754	176	207	37	22	23	24	15	9	251	262	989	492
GS-12	1657	662	159	190	46	15	46	8	7	3	256	216	1401	446
SUBTOTAL	3496	2030	507	614	105	51	79	56	25	14	716	735	2780	1295
GS-13	1235	308	186	65	22	5	24	6	4	0	156	76	1079	232
GS-14	677	95	38	15	12	1	12	0	6	0	68	16	609	77
GS-15	343	41	17	4	8	1	0	1	2	0	23	6	320	35
SUBTOTAL	2255	442	161	84	58	7	36	7	12	0	247	98	2008	344
GS-16	7	0	0	0	0	0	1	0	0	0	1	0	6	0
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	1	0	0	0	0	0	0	0	0	0	0	0	1	0
SUBTOTAL	9	0	0	0	0	0	1	0	0	0	1	0	8	0
GS-19	95	9	4	1	0	0	2	0	0	0	6	1	87	8
TOTAL	8980	7501	2811	2893	248	261	167	150	46	53	2472	3037	6500	4464

\* for agencies with GS series, these values are added into the GS series

**General Services Administration**  
**Minority - Non-Minority Employment Profiles**  
**1980 and 1983**

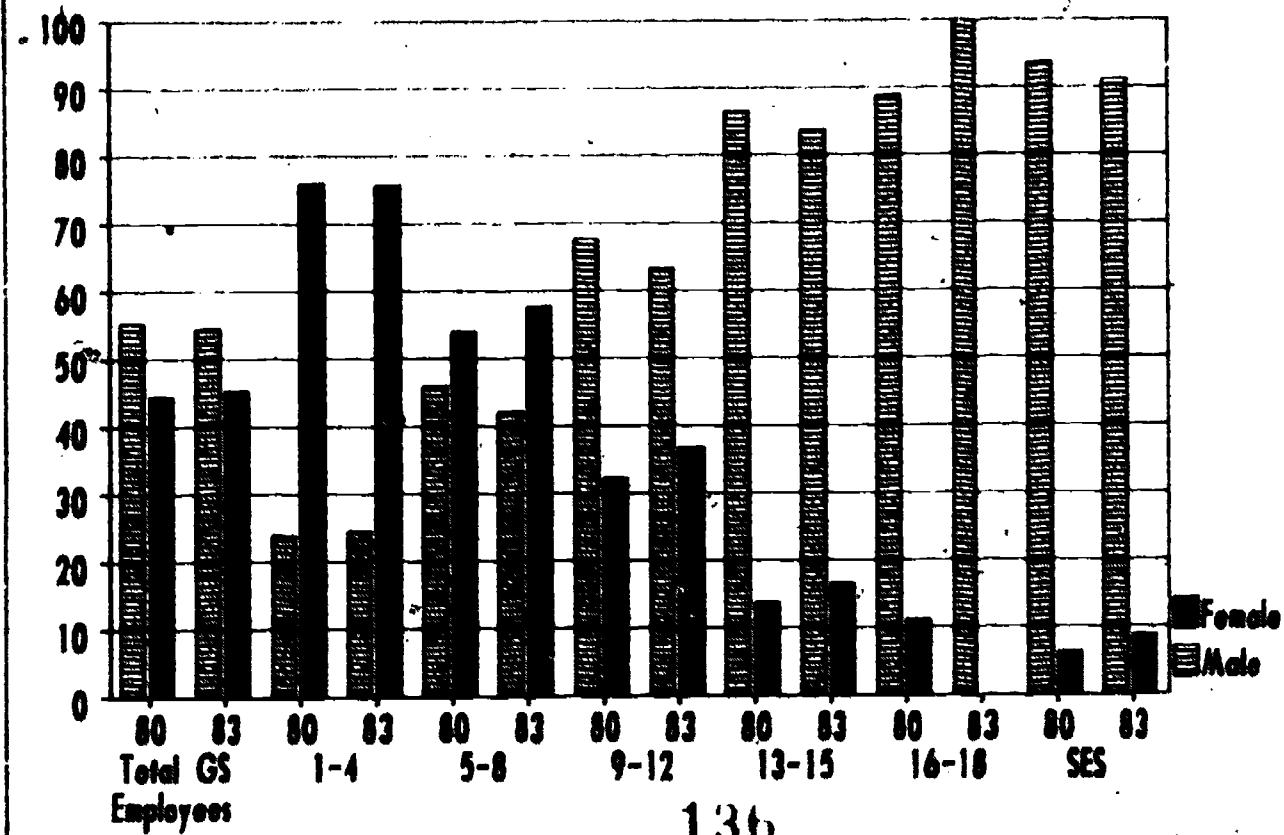
Percent



181

General Services Administration  
Male - Female Employment Profiles  
1980 and 1983

Percent



136

182

**Government Printing Office  
(1980 EMPLOYMENT PROFILE)**

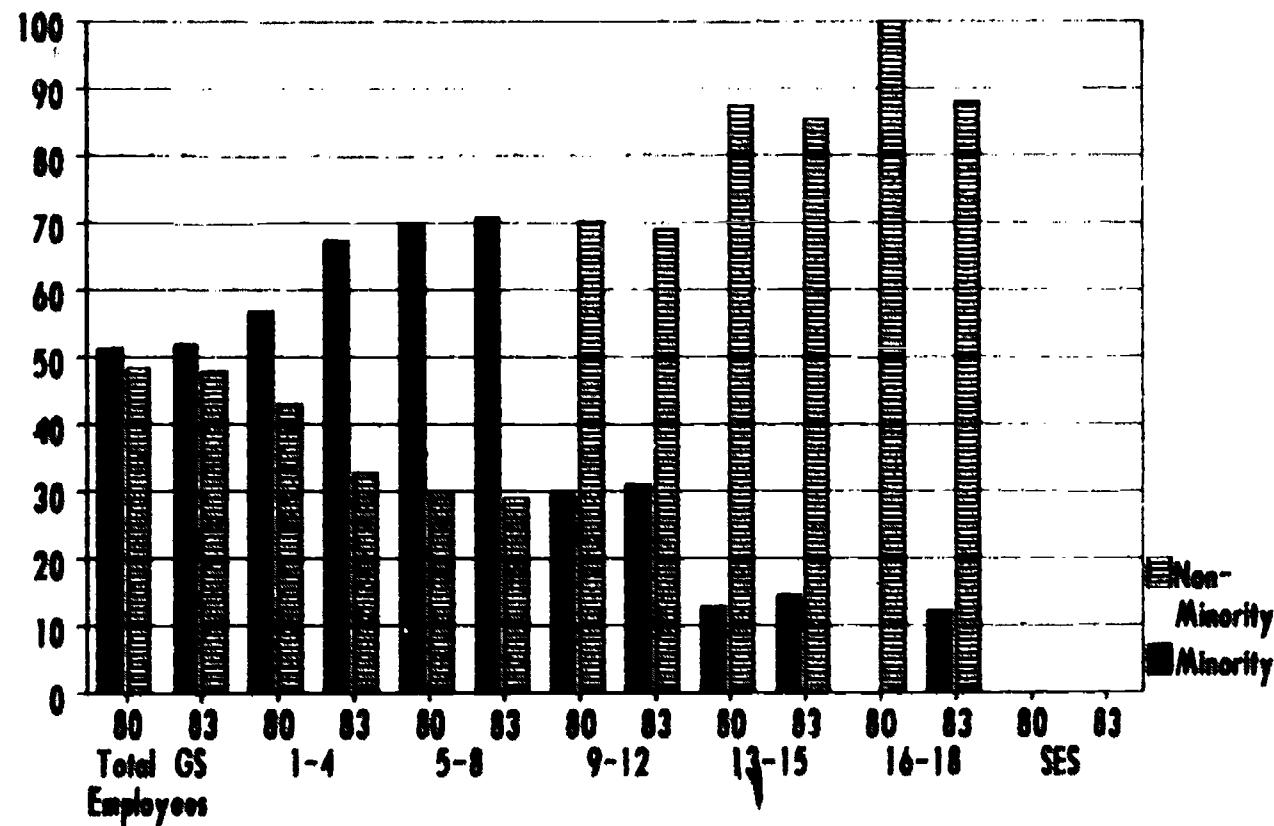
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	6	1	3	0	0	0	0	0	0	0	3	0	3	1
GS-2	10	47	6	25	0	2	0	0	0	0	6	27	4	20
GS-3	86	242	52	90	1	11	0	0	0	0	35	101	23	141
GS-4	98	176	70	116	2	4	0	0	0	0	72	120	26	56
<b>SUBTOTAL</b>	<b>170</b>	<b>400</b>	<b>111</b>	<b>231</b>	<b>1</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>114</b>	<b>240</b>	<b>56</b>	<b>218</b>
GS-5	173	407	103	290	17	5	3	1	0	0	125	296	50	111
GS-6	56	222	34	156	4	8	0	0	0	0	40	164	16	58
GS-7	71	154	44	74	2	2	0	2	0	0	46	78	25	56
GS-8	27	41	13	29	1	1	1	0	0	0	15	30	12	11
<b>SUBTOTAL</b>	<b>327</b>	<b>804</b>	<b>196</b>	<b>549</b>	<b>24</b>	<b>16</b>	<b>6</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>224</b>	<b>568</b>	<b>103</b>	<b>236</b>
GS-9	96	95	20	36	1	2	0	1	0	1	21	40	25	55
GS-10	11	11	3	4	2	0	0	0	0	0	5	4	6	7
GS-11	80	36	28	16	3	0	1	0	0	0	52	16	48	20
GS-12	277	29	37	12	6	0	0	1	0	0	43	13	254	14
<b>SUBTOTAL</b>	<b>414</b>	<b>171</b>	<b>86</b>	<b>68</b>	<b>12</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>101</b>	<b>72</b>	<b>313</b>	<b>98</b>
GS-13	146	10	16	7	3	1	1	0	0	0	20	4	126	6
GS-14	60	1	1	0	4	0	2	0	0	0	7	0	73	1
GS-15	37	1	3	0	1	0	0	0	0	0	4	0	35	1
<b>SUBTOTAL</b>	<b>263</b>	<b>12</b>	<b>20</b>	<b>3</b>	<b>8</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>31</b>	<b>4</b>	<b>232</b>	<b>8</b>
GS-16	10	2	0	0	0	0	0	0	0	0	0	0	10	2
GS-17	6	0	0	0	0	0	0	0	0	0	0	0	6	0
GS-18	3	0	0	0	0	0	0	0	0	0	0	0	3	0
<b>SUBTOTAL</b>	<b>19</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>0</b>	<b>19</b>	<b>2</b>
<b>SES</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL</b>	<b>1195</b>	<b>1455</b>	<b>415</b>	<b>851</b>	<b>47</b>	<b>36</b>	<b>8</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>470</b>	<b>893</b>	<b>723</b>	<b>562</b>

Government Printing Office  
(1985 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	3	0	1	0	0	0	0	0	0	0	1	0	2	0
GS-2	6	10	5	4	0	1	0	0	0	0	5	5	1	5
GS-3	26	107	18	40	0	4	0	1	0	0	18	45	6	62
GS-4	56	128	45	101	2	3	0	1	0	0	47	105	9	23
<b>SUBTOTAL</b>	<b>91</b>	<b>245</b>	<b>69</b>	<b>145</b>	<b>2</b>	<b>8</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>71</b>	<b>155</b>	<b>20</b>	<b>90</b>
GS-5	147	364	100	262	7	5	2	0	0	1	109	268	38	96
GS-6	58	256	42	161	2	9	2	0	0	0	46	170	12	66
GS-7	69	147	59	93	1	1	1	0	0	0	41	94	28	53
GS-8	29	55	14	35	2	2	1	0	0	0	17	37	12	18
<b>SUBTOTAL</b>	<b>305</b>	<b>602</b>	<b>195</b>	<b>551</b>	<b>12</b>	<b>17</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>213</b>	<b>569</b>	<b>90</b>	<b>233</b>
GS-9	54	86	27	41	1	1	2	0	0	1	30	43	24	43
GS-10	12	18	5	9	2	0	0	0	0	0	7	9	5	9
GS-11	97	60	25	22	4	1	0	2	0	0	29	25	68	35
GS-12	287	47	41	13	6	0	1	1	0	0	48	14	239	33
<b>SUBTOTAL</b>	<b>450</b>	<b>211</b>	<b>98</b>	<b>85</b>	<b>13</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>114</b>	<b>91</b>	<b>336</b>	<b>120</b>
GS-13	156	9	17	4	5	0	3	1	0	1	25	6	129	3
GS-14	66	6	5	1	1	0	1	0	0	1	7	2	77	4
GS-15	36	1	0	1	0	0	1	0	0	0	1	1	35	0
<b>SUBTOTAL</b>	<b>274</b>	<b>16</b>	<b>22</b>	<b>6</b>	<b>6</b>	<b>0</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>2</b>	<b>33</b>	<b>9</b>	<b>241</b>	<b>7</b>
GS-16	17	2	1	0	1	0	0	0	0	0	2	0	15	2
GS-17	6	1	0	0	1	0	0	0	0	0	1	0	5	1
GS-18	7	0	1	0	0	0	0	0	0	0	1	0	6	0
<b>SUBTOTAL</b>	<b>30</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>26</b>	<b>3</b>
SES	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>1146</b>	<b>1277</b>	<b>386</b>	<b>787</b>	<b>35</b>	<b>27</b>	<b>14</b>	<b>6</b>	<b>0</b>	<b>4</b>	<b>435</b>	<b>824</b>	<b>713</b>	<b>453</b>

Government Printing Office  
Minority - Non-Minority Employment Profiles  
1980 and 1983

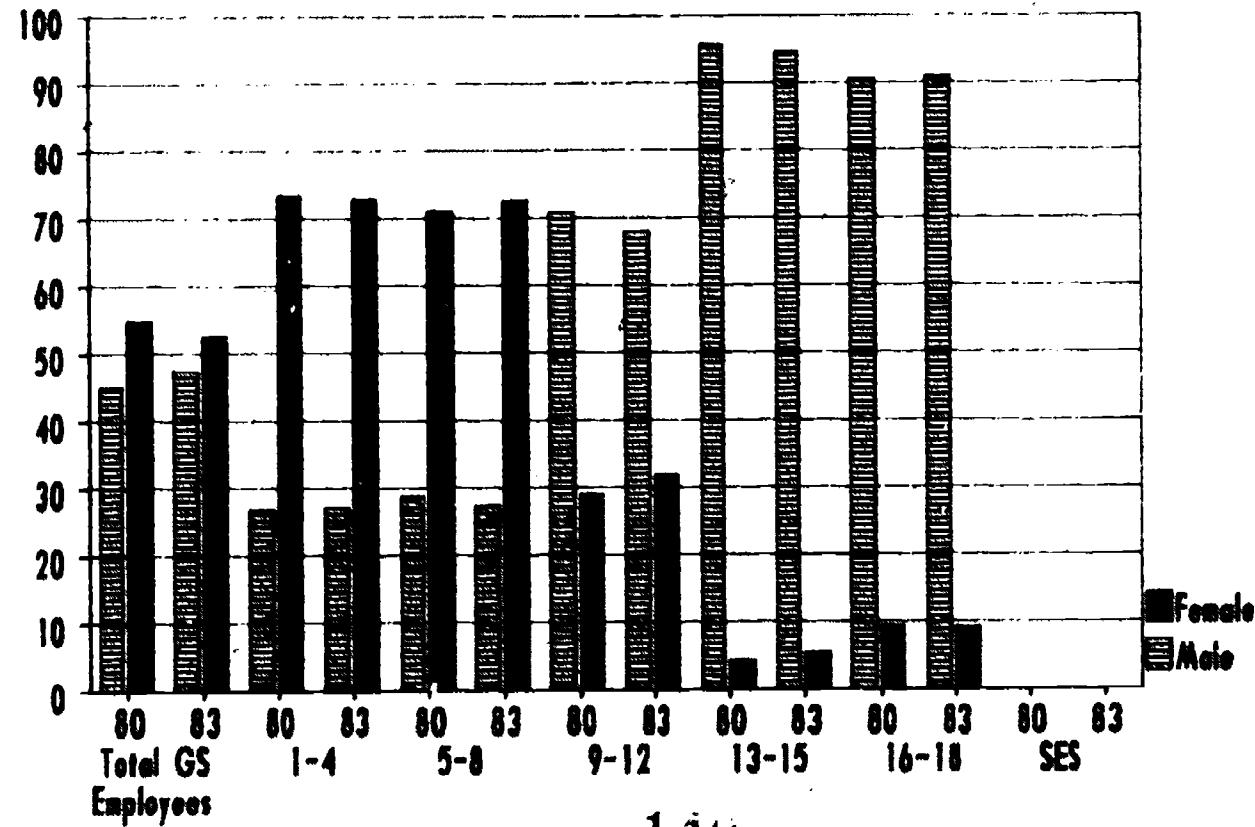
Percent



135

Government Printing Office  
Male - Female Employment Profiles  
1980 and 1983

Percent



198

140

Interstate Commerce Commission  
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
OS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
OS-2	1	6	1	0	0	0	0	0	0	0	1	0	0	0
OS-3	7	12	3	11	0	0	0	0	0	0	3	11	4	1
OS-4	31	67	20	62	0	2	1	0	0	0	21	66	10	23
SUBTOTAL	39	99	24	75	0	2	1	0	0	0	25	75	14	24
OS-5	42	158	24	90	1	3	0	1	0	0	25	96	17	64
OS-6	24	106	15	66	0	0	1	1	0	0	16	67	8	39
OS-7	17	96	9	51	0	4	0	0	0	0	9	55	8	43
OS-8	3	20	2	6	0	1	0	0	0	0	2	7	1	21
SUBTOTAL	86	390	50	213	1	8	1	2	0	0	52	223	34	167
OS-9	26	43	4	15	0	0	0	0	0	0	4	13	22	30
OS-10	14	3	1	3	0	0	0	0	0	0	1	3	13	0
OS-11	55	71	5	30	1	0	1	1	0	0	7	31	48	40
OS-12	265	60	13	11	6	0	0	0	1	0	20	11	225	49
SUBTOTAL	340	177	23	57	7	6	1	1	1	0	32	58	308	119
OS-13	177	40	9	10	3	0	1	0	1	0	14	10	163	30
OS-14	132	31	7	1	1	1	1	0	2	0	11	2	121	29
OS-15	137	15	3	2	0	0	0	0	0	0	3	2	134	13
SUBTOTAL	446	86	19	13	4	1	2	0	3	0	28	14	418	72
OS-16	35	5	0	0	0	0	0	0	0	0	0	0	35	5
OS-17	1	0	0	0	2	0	0	0	0	0	0	0	1	0
OS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	36	5	0	0	0	0	0	0	0	0	0	0	36	5
SES	37	5	3	0	0	0	0	1	0	4	0	0	33	5
TOTAL	969	760	119	356	12	11	5	3	5	0	141	370	845	390

187

Interstate Commerce Commission  
(1983 EMPLOYMENT PROFILE)

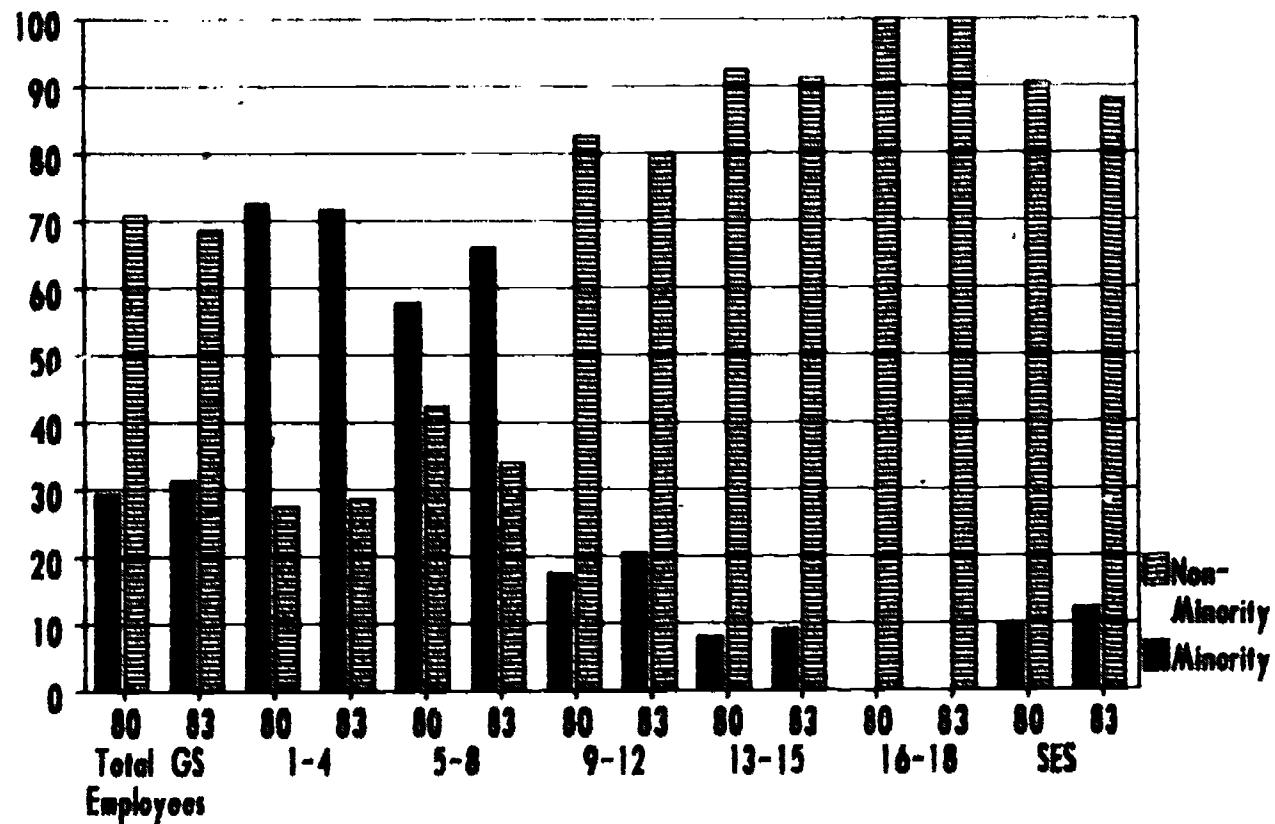
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-3	2	4	0	4	0	0	0	0	0	0	0	0	2	0
GS-4	20	85	13	39	0	2	0	0	0	0	13	41	7	14
SUBTOTAL	22	89	13	43	0	2	0	0	0	0	13	45	9	14
GS-5	32	91	22	60	1	2	0	1	0	0	23	63	9	28
GS-6	16	65	11	42	0	0	1	0	0	0	12	42	4	21
GS-7	10	73	6	47	0	4	0	0	0	0	6	51	4	22
GS-8	2	22	1	5	0	1	0	0	0	0	1	6	1	16
SUBTOTAL	60	249	40	150	1	7	1	1	0	0	42	162	18	87
GS-9	16	32	1	11	0	6	0	0	0	0	1	11	9	21
GS-10	7	2	1	2	0	0	0	0	0	0	1	2	6	0
GS-11	37	54	6	26	0	0	0	0	0	0	4	28	33	26
GS-12	177	40	13	9	4	6	0	0	1	0	18	9	159	31
SUBTOTAL	231	126	19	50	4	0	0	0	1	0	24	50	207	70
GS-13	128	28	9	9	1	0	0	0	1	0	11	9	117	19
GS-14	110	24	7	1	1	1	1	0	2	0	11	2	99	22
GS-15	102	10	3	0	0	0	0	0	0	0	3	0	99	10
SUBTOTAL	340	62	19	10	2	1	1	0	3	0	25	11	316	51
GS-16	11	0	0	0	0	0	0	0	0	0	0	0	11	0
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	12	0	0	0	0	0	0	0	0	0	0	0	12	0
SES	29	4	3	0	0	0	0	0	1	0	4	0	25	4
TOTAL	676	502	90	257	7	10	2	11	5	0	108	268	506	234

149

188

Interstate Commerce Commission  
Minority - Non-Minority Employment Profiles  
1980 and 1983

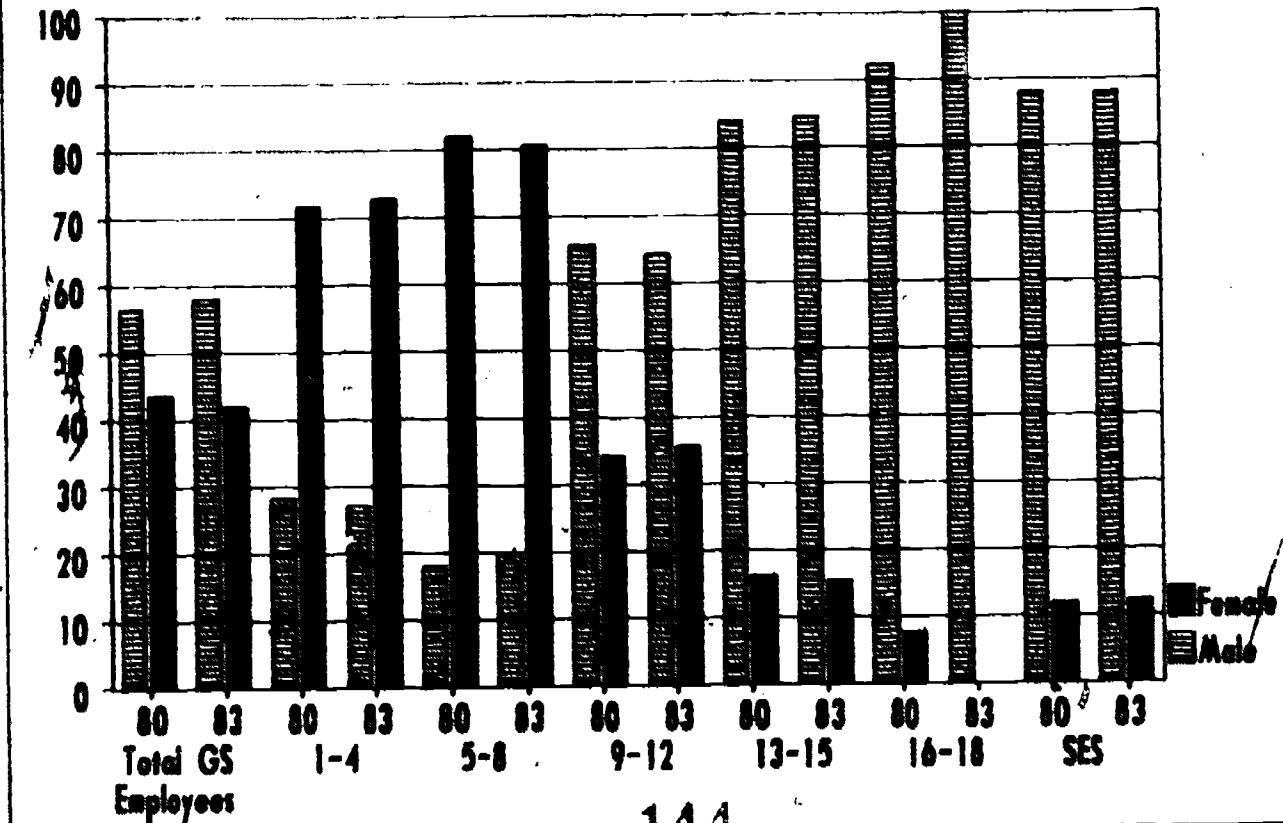
Percent



188

Interstate Commerce Commission  
Male - Female Employment Profiles  
1980 and 1983

Percent



101

144

Merit Systems Protection Board  
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Block	Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	1	0		1	0	0	0	0	0	1	0	0	0
GS-2	0	2		0	2	0	0	0	0	0	2	0	0
GS-3	1	5		1	1	0	0	0	0	1	1	0	4
GS-4	1	30		0	15	0	0	0	0	0	15	1	15
SUBTOTAL	3	37		2	18	0	0	0	0	2	18	1	19
GS-5	2	26		2	14	0	2	0	0	2	16	0	10
GS-6	1	19		0	9	0	1	0	0	0	10	1	9
GS-7	2	20		0	11	0	0	0	0	0	11	2	9
GS-8	2	11		0	8	0	0	0	0	0	8	2	3
SUBTOTAL	7	76		2	42	0	3	0	0	2	45	5	31
GS-9	1	10		1	6	0	0	0	0	1	6	0	4
GS-10	0	1		0	0	0	0	0	0	0	0	0	1
GS-11	5	9		0	4	0	1	0	0	0	5	5	4
GS-12	14	10		2	5	0	0	0	0	2	5	12	5
SUBTOTAL	20	30		3	15	0	1	0	0	3	16	17	14
GS-13	45	29		8	6	0	1	0	0	8	9	37	20
GS-14	34	11		2	2	0	0	0	0	3	2	31	9
GS-15	58	9		7	1	4	0	0	1	12	1	26	8
SUBTOTAL	117	49		17	11	4	1	0	2	23	12	96	37
GS-16	1	0		0	0	0	0	0	0	0	0	1	0
GS-17	0	0		0	0	0	0	0	0	0	0	0	0
GS-18	0	0		0	0	0	0	0	0	0	0	0	0
SUBTOTAL	1	0		0	0	0	0	0	0	0	0	1	0
SES	1	2		0	0	0	0	0	0	0	0	2	3
TOTAL	150	195		26	86	4	51	0	2	91	128	104	

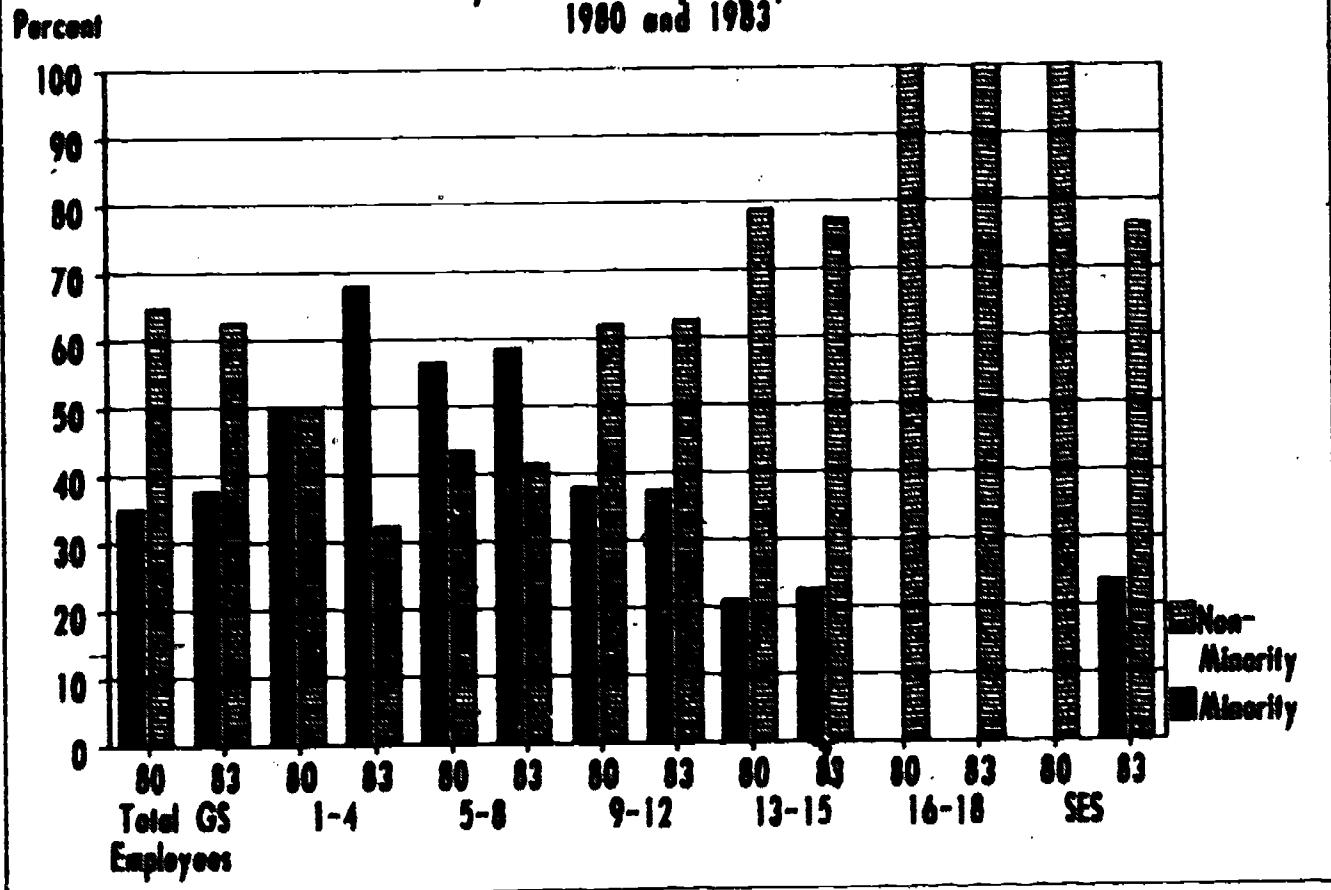
**Merit Systems Protection Board  
(1983 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/Pacific Islander		American Indian/Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	2	0	2	0	0	0	0	0	0	0	2	0	0
GS-3	1	6	1	3	0	1	0	0	0	0	1	4	0	2
GS-4	2	17	1	10	0	1	0	0	0	0	1	11	1	6
<b>SUBTOTAL</b>	<b>3</b>	<b>25</b>	<b>2</b>	<b>15</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>17</b>	<b>1</b>	<b>8</b>
GS-5	3	30	1	14	0	1	0	1	0	1	1	17	2	13
GS-6	2	35	1	17	0	1	1	0	0	0	2	18	0	17
GS-7	2	22	1	14	0	0	0	0	0	0	1	15	1	7
GS-8	1	11	0	8	0	0	0	0	0	0	0	6	1	3
<b>SUBTOTAL</b>	<b>6</b>	<b>98</b>	<b>3</b>	<b>53</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>4</b>	<b>58</b>	<b>4</b>	<b>40</b>
GS-9	3	14	1	5	0	1	0	0	0	0	1	6	2	8
GS-10	0	5	0	3	0	0	0	0	0	0	0	3	0	2
GS-11	3	20	0	10	0	0	0	0	0	0	0	10	3	10
GS-12	6	11	1	5	0	0	0	0	0	0	1	3	7	8
<b>SUBTOTAL</b>	<b>14</b>	<b>60</b>	<b>2</b>	<b>21</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>22</b>	<b>12</b>	<b>28</b>
GS-13	24	23	6	7	1	3	0	2	0	0	6	12	18	11
GS-14	55	35	6	8	0	1	0	0	1	0	7	9	46	24
GS-15	36	11	3	2	2	0	0	0	0	0	5	2	31	9
<b>SUBTOTAL</b>	<b>115</b>	<b>67</b>	<b>14</b>	<b>17</b>	<b>3</b>	<b>4</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>18</b>	<b>23</b>	<b>97</b>	<b>44</b>
GS-16	2	0	0	0	0	0	0	0	0	0	0	0	2	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>
<b>SES</b>	<b>13</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>1</b>	<b>10</b>	<b>3</b>
<b>TOTAL</b>	<b>155</b>	<b>244</b>	<b>22</b>	<b>107</b>	<b>6</b>	<b>91</b>	<b>1</b>	<b>41</b>	<b>2</b>	<b>11</b>	<b>29</b>	<b>121</b>	<b>126</b>	<b>125</b>

146

142

Merit Systems Protection Board  
Minority - Non-Minority Employment Profiles  
1980 and 1983

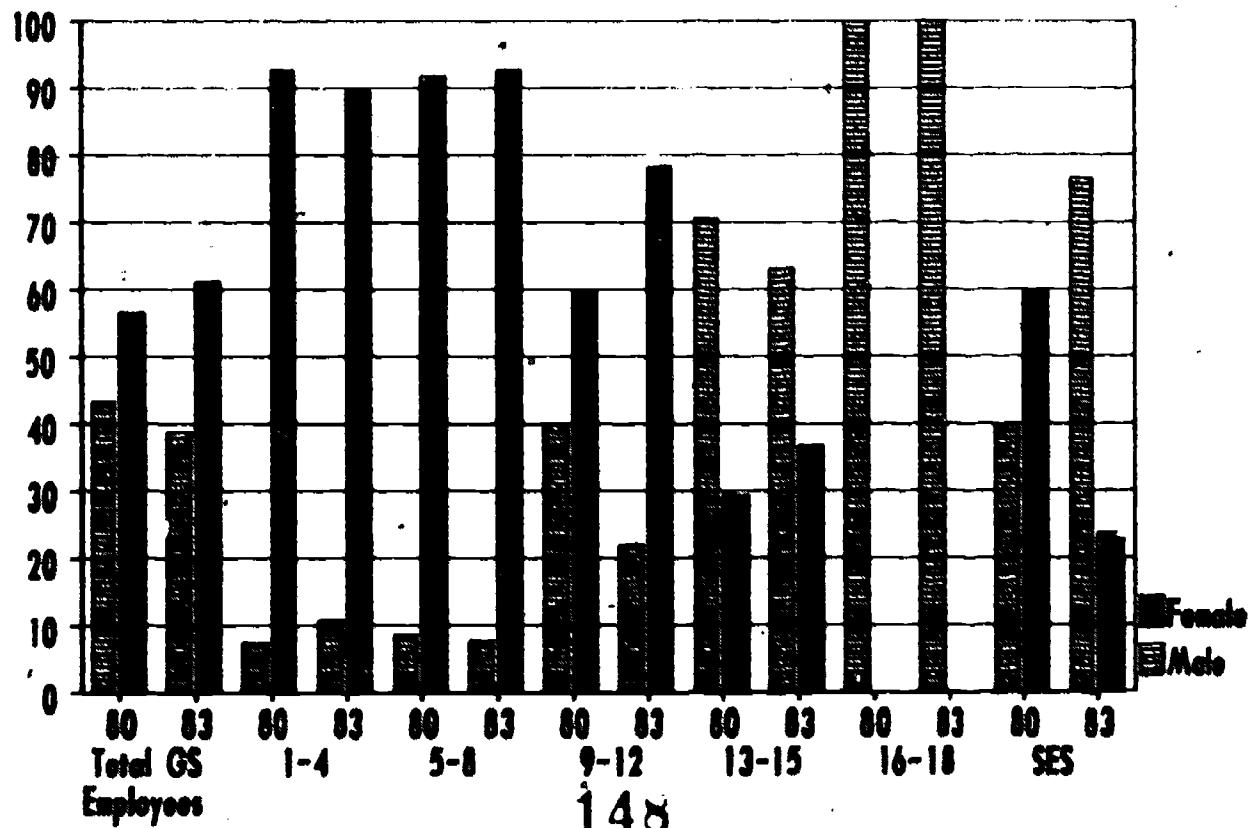


148

147

Merit Systems Protection Board  
Male - Female Employment Profiles  
1980 and 1983

Percent



148

National Labor Relations Board  
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/Pacific Islander		American Indian/Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	2	0	2	0	0	0	0	0	0	0	2	0	0
GS-2	1	13	0	0	0	2	0	0	0	0	0	10	1	3
GS-3	7	62	5	29	1	0	1	0	0	0	7	29	0	33
GS-4	10	149	4	61	2	11	0	1	0	1	6	76	4	76
SUBTOTAL	18	226	9	100	3	15	1	1	0	1	13	115	5	111
GS-5	21	341	8	165	1	16	2	8	0	1	11	150	10	211
GS-6	11	214	4	94	2	11	1	5	0	1	7	101	4	113
GS-7	42	124	11	54	1	8	0	3	0	0	12	65	50	59
GS-8	3	37	1	17	0	0	0	2	0	0	1	19	2	18
SUBTOTAL	77	716	24	260	4	35	3	18	0	2	31	315	46	401
GS-9	117	187	17	23	9	8	1	0	0	0	27	31	90	76
GS-10	2	17	1	5	0	1	0	0	0	0	1	7	1	10
GS-11	92	85	13	15	7	2	2	1	0	0	22	18	70	67
GS-12	124	84	19	16	10	5	0	1	0	0	29	22	95	62
SUBTOTAL	335	295	50	59	26	16	3	3	0	0	79	78	256	215
GS-13	352	126	19	21	15	7	5	3	0	0	49	51	283	98
GS-14	336	63	14	6	9	2	0	1	0	0	25	9	313	44
GS-15	111	15	4	1	0	0	0	0	0	0	4	1	197	12
SUBTOTAL	779	192	47	28	24	9	5	4	0	0	76	41	703	151
GS-16	101	9	2	1	0	0	0	0	0	0	2	1	99	8
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	102	9	2	1	0	0	0	0	0	0	2	1	100	8
SES	51	2	4	0	0	0	0	0	0	0	4	0	47	2
TOTAL	1362	1438	136	448	57	75	12	26	9	31	205	550	1157	508

National Labor Relations Board  
 1983 EMPLOYMENT PROFILE

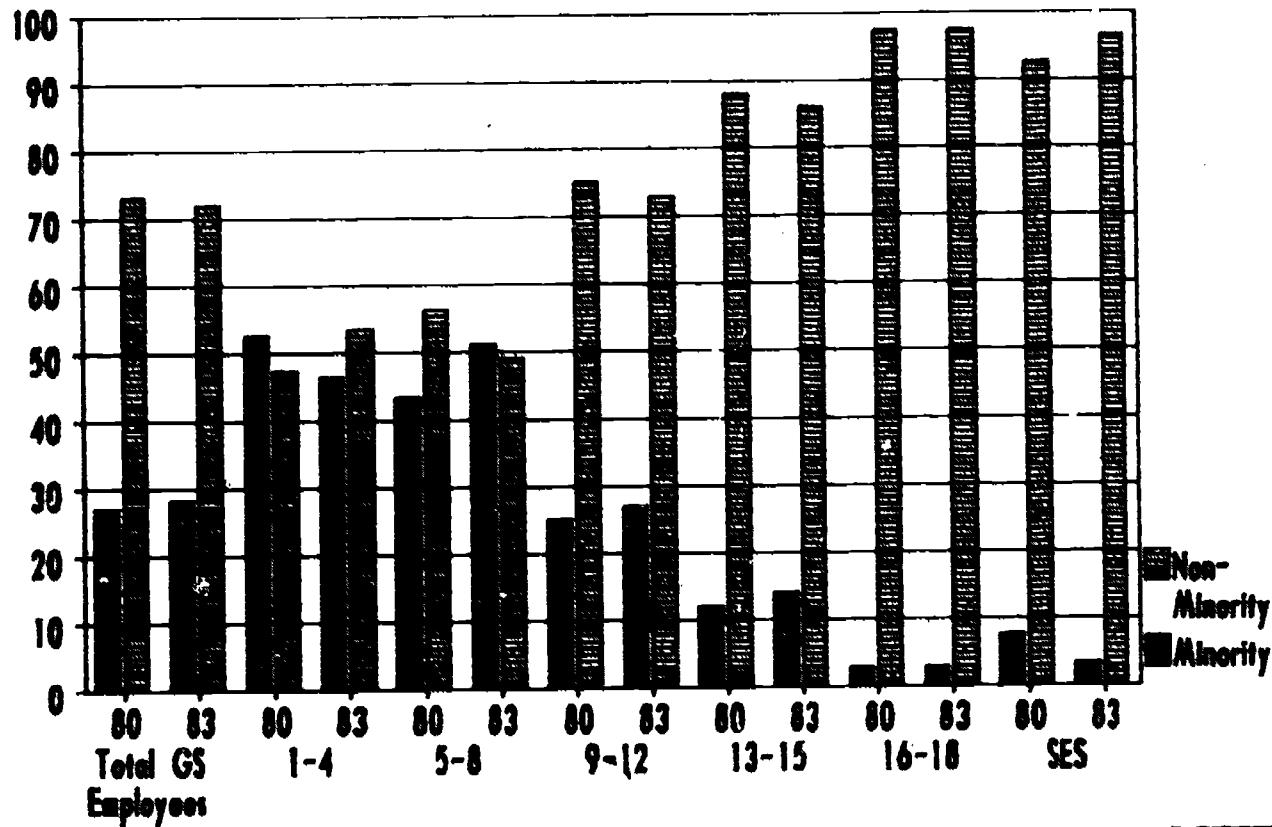
Pay System	Total Employee		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	3	10	2	6	0	0	0	0	0	0	2	6	1	4
GS-3	10	63	4	24	0	5	1	1	0	1	5	31	5	32
GS-4	10	97	1	35	0	8	0	2	0	0	1	46	9	52
SUBTOTAL	23	170	7	65	0	13	1	3	0	1	8	82	15	90
GS-5	13	264	6	104	2	16	1	4	0	1	9	125	4	139
GS-6	13	232	8	101	1	17	0	6	0	1	9	122	4	110
GS-7	13	137	5	55	2	11	1	3	0	1	8	70	5	67
GS-8	5	44	4	20	0	0	1	0	0	0	4	21	1	23
SUBTOTAL	44	677	23	280	5	39	2	16	0	3	30	328	14	339
GS-9	56	74	12	15	5	4	0	0	0	0	17	19	39	55
GS-10	3	22	1	5	0	1	0	0	0	0	1	6	2	16
GS-11	35	58	6	10	5	2	1	2	0	0	10	14	25	44
GS-12	153	103	16	26	11	7	3	1	0	0	30	34	103	69
SUBTOTAL	227	257	36	56	19	14	4	5	0	0	58	73	169	104
MGS-13	341	106	34	25	21	12	5	2	0	0	60	39	281	149
MGS-14	328	87	18	11	8	7	2	1	0	0	28	19	300	68
MGS-15	119	14	3	1	0	0	0	0	0	0	3	1	116	13
SUBTOTAL	788	289	55	37	29	19	7	5	0	0	91	69	697	230
GS-16	101	7	2	1	0	0	0	0	0	0	2	1	99	6
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	102	7	2	1	0	0	0	0	0	0	1	100	6	
SES	57	11	2	0	0	0	0	0	0	0	2	0	55	11
TOTAL	1241	1401	126	439	53	85	14	25	0	41	191	563	1050	846

\* for agencies with GM series, these values are added into the GS series

150

National Labor Relations Board  
Minority - Non-Minority Employment Profiles  
1980 and 1983

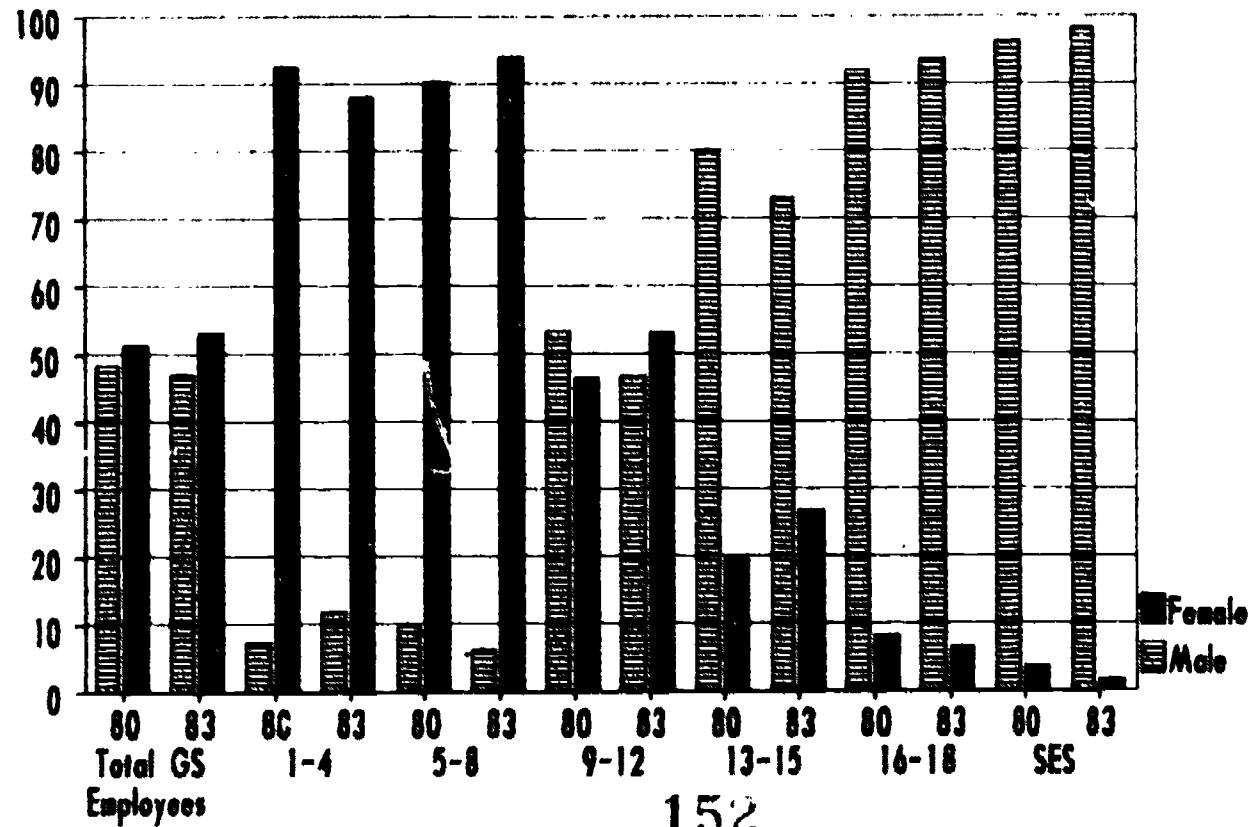
Percent



147

National Labor Relations Board  
Male - Female Employment Profiles  
1980 and 1983

Percent



152

National Science Foundation  
 1980 EMPLOYMENT PROFILE

Pay System	Total Employees		Black	Hispanic		Asian American/Pacific Islander		American Indian/Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female		Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	2	0	1	0	0	0	0	0	0	0	1	0
GS-3	3	12	3	6	0	0	0	0	0	0	3	6	0
GS-4	10	58	3	14	0	0	0	0	0	0	3	14	7
SUBTOTAL	13	52	6	21	0	0	0	0	0	0	6	21	7
GS-5	7	79	4	35	0	2	0	1	0	0	4	38	3
GS-6	4	131	3	57	0	2	0	2	0	0	3	61	6
GS-7	7	95	3	42	0	1	0	1	0	0	3	44	4
GS-8	1	54	1	17	0	0	0	0	0	0	1	17	0
SUBTOTAL	24	369	11	151	0	5	0	4	0	0	11	160	15
GS-9	12	61	4	22	1	0	0	0	0	0	5	22	7
GS-10	0	9	0	0	0	0	0	0	0	0	0	0	9
GS-11	13	41	2	12	0	0	0	1	0	0	3	12	10
GS-12	24	27	8	7	0	2	0	0	0	0	8	9	16
SUBTOTAL	49	158	14	41	1	2	1	0	0	0	16	45	33
GS-13	50	28	2	3	1	0	0	1	0	0	3	4	47
GS-14	115	35	9	3	1	0	2	1	0	0	12	4	103
GS-15	216	12	8	4	2	0	4	0	0	0	14	2	202
SUBTOTAL	381	75	19	8	4	0	6	2	0	0	29	10	352
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	116	8	2	0	0	0	2	0	0	0	4	0	112
TOTAL	583	632	52	221	5	7	9	61	0	0	66	239	517
													398

15.3

149

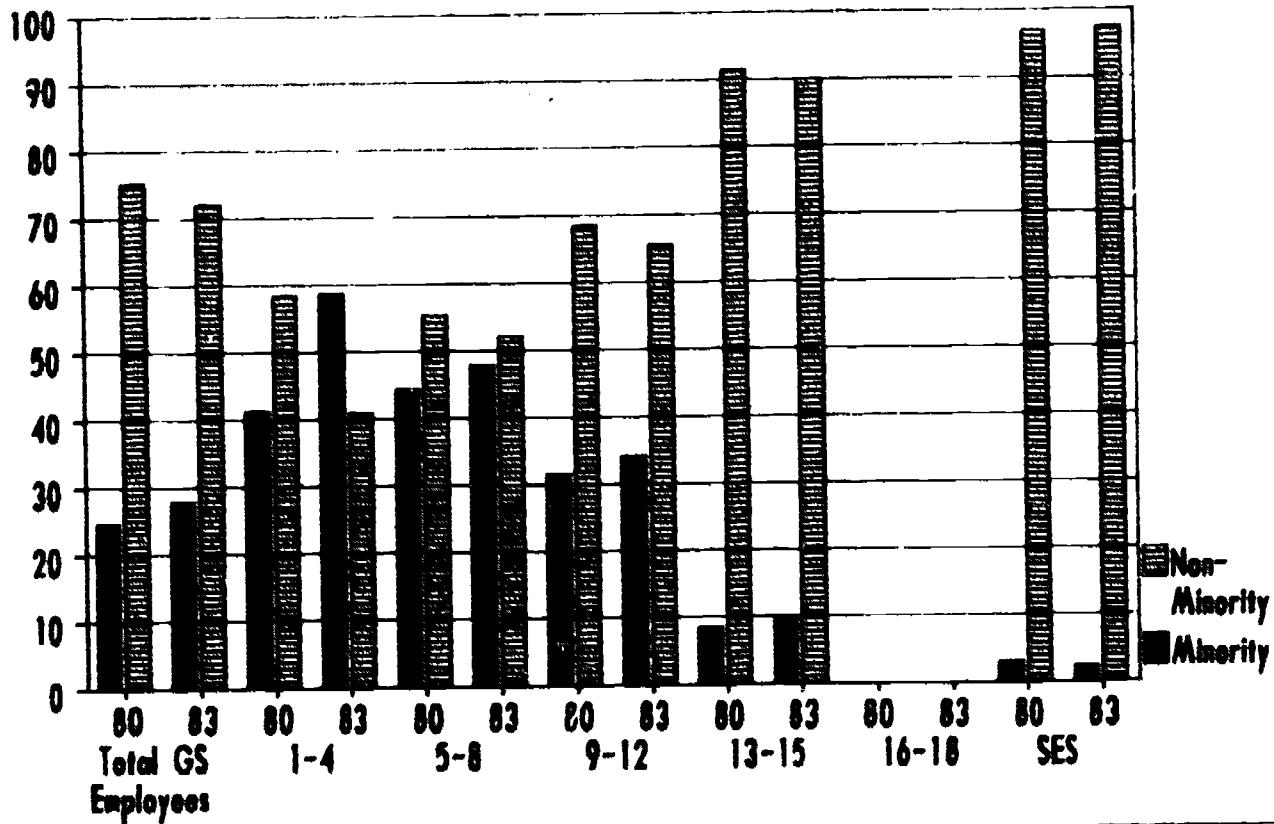
National Science Foundation  
 (1985 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	1	2	1	2	0	0	0	0	0	0	1	2	0	0
GS-3	2	21	2	7	0	0	0	1	0	1	2	9	0	12
GS-4	6	41	4	25	0	1	0	0	0	1	4	25	2	16
SUBTOTAL	9	64	7	32	0	1	0	1	0	2	7	36	2	28
GS-5	7	45	5	19	0	0	0	0	0	0	5	19	2	26
GS-6	4	127	1	64	0	1	0	1	0	0	1	64	3	61
GS-7	8	100	2	50	0	2	0	2	0	0	2	54	6	46
GS-8	1	55	1	16	0	0	0	0	0	0	1	16	0	37
SUBTOTAL	20	327	9	151	0	3	0	3	0	0	9	157	11	170
GS-9	9	51	3	20	0	1	0	0	0	0	3	21	6	30
GS-10	0	7	0	0	0	0	0	0	0	0	0	0	0	7
GS-11	9	40	3	15	0	0	0	1	0	0	4	13	5	27
GS-12	20	33	6	9	0	2	0	0	0	0	6	11	14	22
SUBTOTAL	38	131	12	42	0	3	1	0	0	0	13	45	25	86
GS-13	43	25	2	4	1	0	2	0	0	0	5	4	38	21
GS-14	92	38	8	3	0	0	2	0	0	0	12	3	82	35
GS-15	202	17	8	2	1	0	8	0	1	0	18	2	184	15
SUBTOTAL	337	80	18	9	2	0	12	0	1	0	33	9	304	71
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	106	8	1	0	1	0	1	0	0	0	3	0	105	8
TOTAL	510	610	47	234	5	7	14	4	1	2	65	247	445	363

154

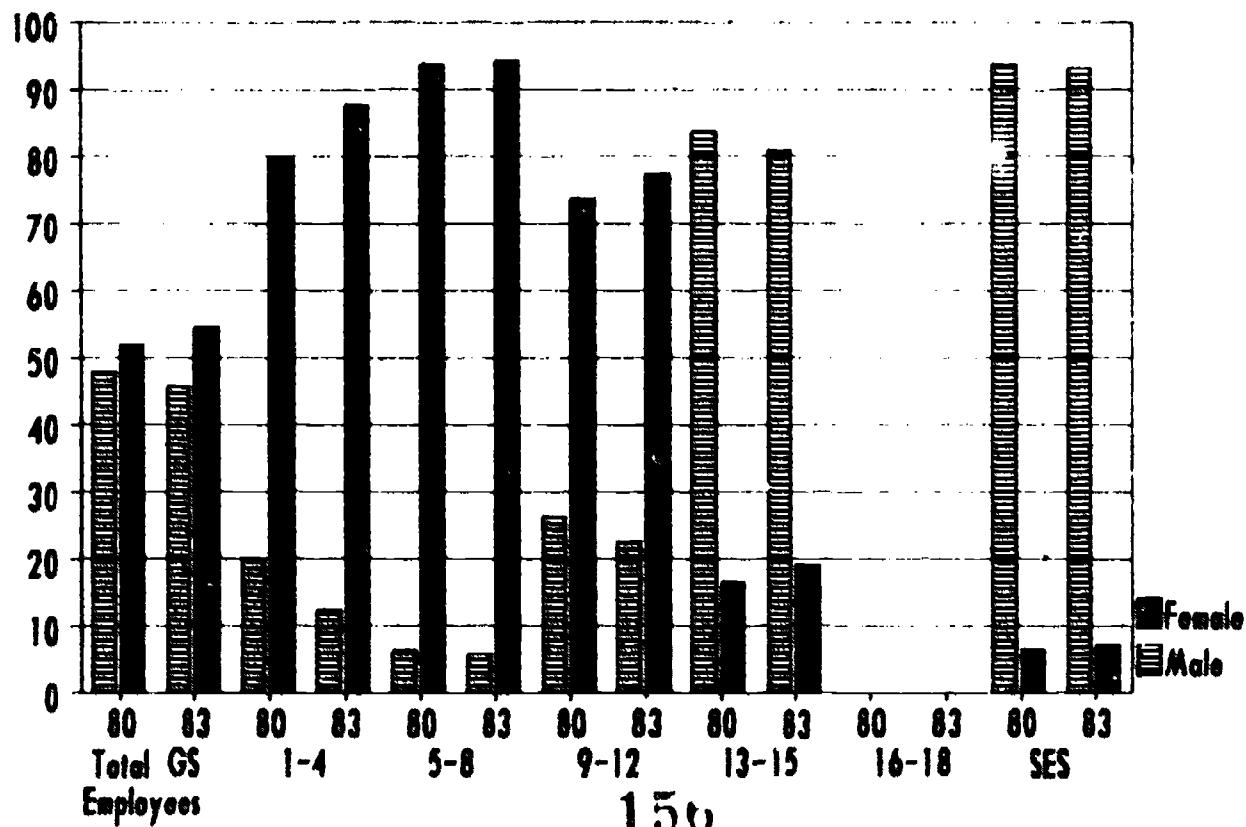
National Science Foundation  
Minority - Non-Minority Employment Profiles  
1980 and 1983

Percent



National Science Foundation  
Male - Female Employment Profiles  
1980 and 1983

Percent



152

150

Nuclear Regulatory Commission  
 (1988 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	1	2	1	1	0	0	0	0	0	0	1	1	0	1
GS-2	4	16	1	4	0	1	0	1	0	0	1	6	3	8
GS-3	2	25	0	8	1	0	0	0	0	0	1	8	1	17
GS-4	16	71	2	17	1	0	0	1	0	0	3	18	13	53
SUBTOTAL	23	112	4	50	2	1	0	2	0	0	6	33	17	79
GS-5	37	132	11	35	1	1	0	0	0	0	12	56	25	96
GS-6	19	180	8	37	0	2	0	1	0	0	8	40	11	160
GS-7	32	151	4	32	0	1	0	2	0	0	4	35	28	116
GS-8	7	68	3	11	0	0	0	0	0	0	3	11	6	57
SUBTOTAL	96	531	26	115	1	4	0	3	0	0	27	122	60	409
GS-9	40	95	5	19	0	1	2	0	0	0	7	20	35	75
GS-10	7	11	0	1	0	0	0	0	0	0	0	1	2	10
GS-11	61	70	8	12	1	0	1	4	0	0	10	16	51	54
GS-12	157	62	7	6	5	0	6	2	0	0	18	10	139	52
SUBTOTAL	260	238	20	40	6	1	9	6	0	0	35	47	225	191
GS-13	341	46	18	7	5	2	11	2	0	0	54	11	307	36
GS-14	648	25	19	4	9	0	37	0	1	0	66	4	582	21
GS-15	568	11	12	0	5	0	10	0	0	0	27	0	521	11
SUBTOTAL	1537	82	49	11	19	2	58	2	1	0	127	15	1410	67
GS-16	17	1	0	0	0	0	1	0	0	0	1	0	16	1
GS-17	2	1	0	0	0	0	0	0	0	0	0	0	2	1
GS-18	1	0	0	0	0	0	1	0	0	0	1	0	0	0
SUBTOTAL	20	2	0	0	0	0	2	0	0	0	2	0	16	2
SES	199	2	1	0	0	0	1	0	0	0	2	0	186	2
TOTAL	2125	967	100	196	28	8	70	13	1	0	199	217	1926	750

158

157

Nuclear Regulatory Commission  
(1983 EMPLOYMENT PROFILE)

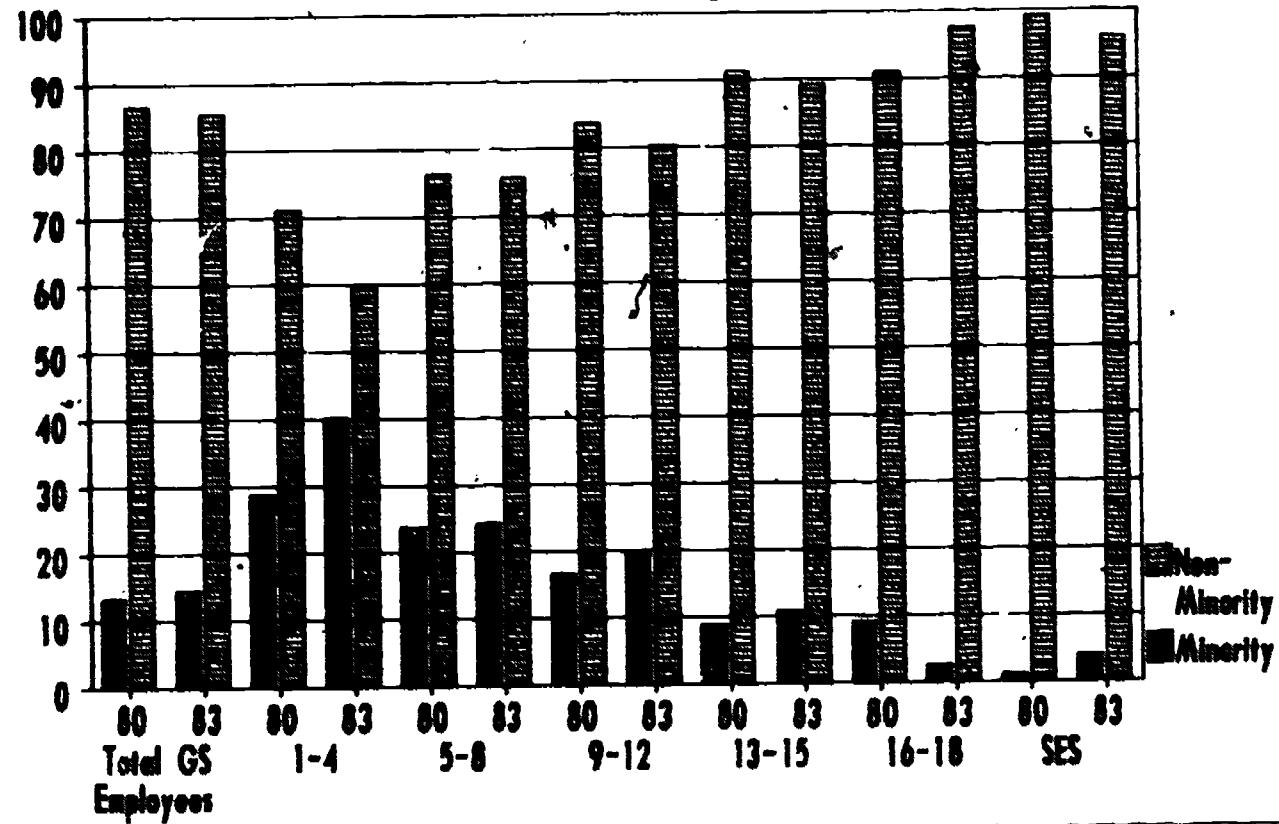
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	5	0	4	0	0	0	0	0	0	0	4	0	1
GS-2	0	12	0	3	0	0	0	0	0	0	0	3	0	9
GS-3	2	8	1	4	0	0	0	0	0	0	1	4	1	4
GS-4	9	31	1	9	1	0	0	3	0	1	2	13	7	18
<b>SUBTOTAL</b>	<b>11</b>	<b>86</b>	<b>2</b>	<b>20</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>24</b>	<b>8</b>	<b>32</b>
GS-5	26	105	2	28	1	2	0	0	0	0	3	30	23	75
GS-6	16	213	6	50	1	2	0	2	0	0	9	54	7	159
GS-7	20	137	6	27	0	1	0	3	0	0	6	31	14	106
GS-8	11	93	4	14	0	0	0	0	0	0	4	14	7	79
<b>SUBTOTAL</b>	<b>73</b>	<b>546</b>	<b>20</b>	<b>119</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>22</b>	<b>129</b>	<b>51</b>	<b>419</b>
GS-9	25	102	2	23	1	0	0	0	0	0	3	25	22	79
GS-10	5	25	0	5	0	0	0	0	0	0	0	5	5	20
GS-11	50	71	6	16	0	1	1	0	0	0	7	19	43	52
GS-12	85	73	10	11	0	1	3	4	0	0	15	16	72	57
<b>SUBTOTAL</b>	<b>165</b>	<b>271</b>	<b>16</b>	<b>57</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>23</b>	<b>63</b>	<b>142</b>	<b>208</b>
GS-13	343	101	20	10	6	0	9	4	2	1	37	15	306	86
GS-14	790	51	25	5	10	1	71	3	0	1	106	10	684	41
GS-15	630	18	12	2	8	1	16	0	2	0	38	3	592	15
<b>SUBTOTAL</b>	<b>1763</b>	<b>170</b>	<b>57</b>	<b>17</b>	<b>26</b>	<b>2</b>	<b>96</b>	<b>7</b>	<b>4</b>	<b>2</b>	<b>181</b>	<b>28</b>	<b>1582</b>	<b>142</b>
GS-16	29	1	0	0	0	0	1	0	0	0	1	0	28	1
GS-17	6	2	0	0	0	0	0	0	0	0	0	0	6	2
GS-18	1	0	0	0	0	0	0	0	0	0	0	0	1	0
<b>SUBTOTAL</b>	<b>36</b>	<b>5</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>35</b>	<b>3</b>
<b>TOTAL</b>	<b>2293</b>	<b>1652</b>	<b>100</b>	<b>213</b>	<b>26</b>	<b>9</b>	<b>105</b>	<b>19</b>	<b>5</b>	<b>3</b>	<b>238</b>	<b>204</b>	<b>2085</b>	<b>808</b>

158

154

Nuclear Regulatory Commission  
Minority - Non-Minority Employment Profiles  
1980 and 1983

Percent

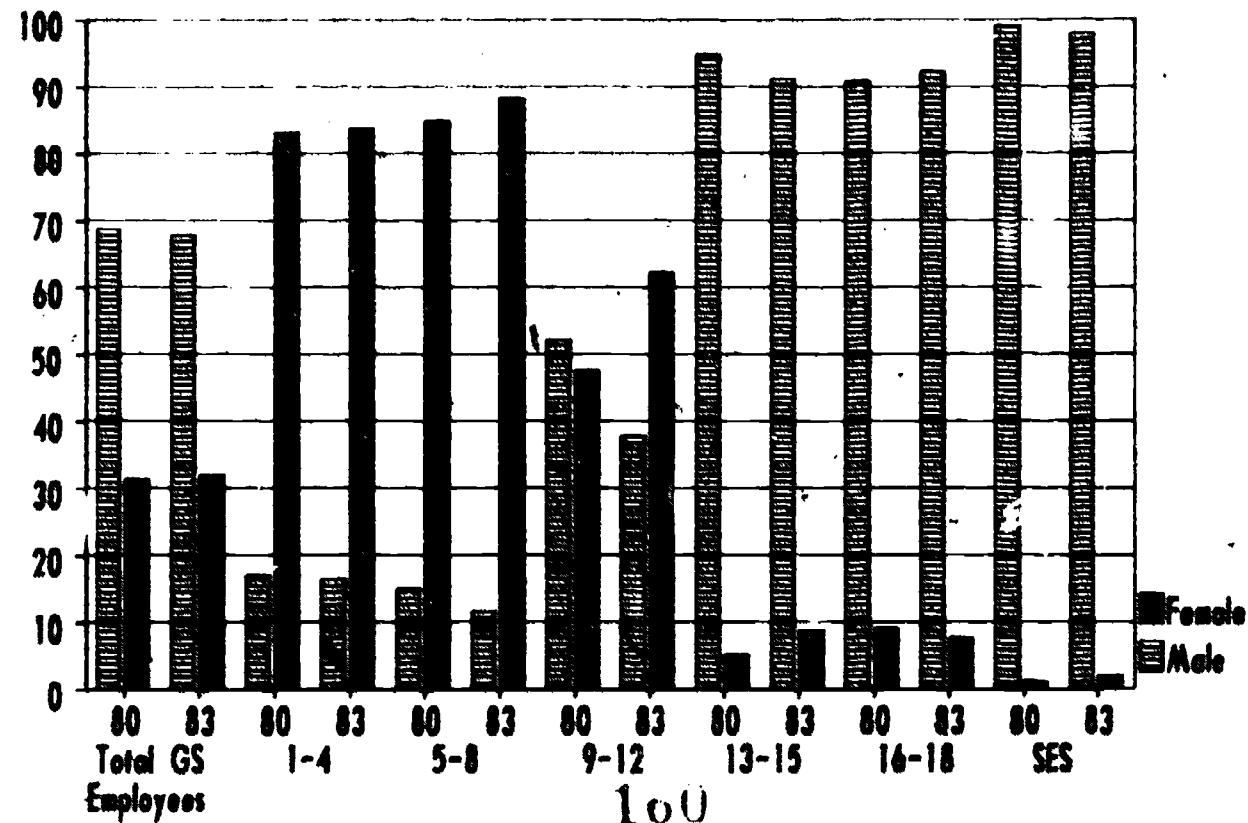


155

159

Nuclear Regulatory Commission  
Male - Female Employment Profiles  
1980 and 1983

Percent



Office of Management & Budget  
(1986 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	6	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-3	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-4	0	1	0	1	0	0	0	0	0	0	0	1	0	0
SUBTOTAL	0	1	0	1	0	0	0	0	0	0	0	1	0	0
GS-5	0	0	0	4	0	0	0	0	0	0	0	6	0	2
GS-6	1	14	0	7	1	1	0	0	0	0	1	8	0	6
GS-7	0	42	0	26	0	0	0	0	0	0	0	26	0	16
GS-8	0	55	0	24	0	0	0	0	1	0	0	25	0	30
SUBTOTAL	1	119	0	63	1	1	0	1	0	0	1	65	0	54
GS-9	5	35	0	14	0	0	0	0	0	0	0	14	5	21
GS-10	0	11	0	3	0	0	0	0	0	0	0	3	0	8
GS-11	11	18	2	3	0	0	0	1	0	0	2	4	9	14
GS-12	14	17	2	5	0	0	0	0	0	0	2	5	12	12
SUBTOTAL	30	81	4	25	0	0	0	1	0	0	4	26	26	56
GS-13	25	15	4	5	0	0	0	0	0	0	4	5	21	10
GS-14	50	10	5	1	1	0	1	0	0	0	7	1	51	9
GS-15	115	17	7	4	1	0	0	1	0	0	8	5	107	12
SUBTOTAL	190	42	16	10	2	0	1	1	0	0	19	11	179	31
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	310	253	24	100	3	11	1	31	0	0	20	104	282	149

Office of Management & Budget  
(1985 EMPLOYMENT PROFILE)

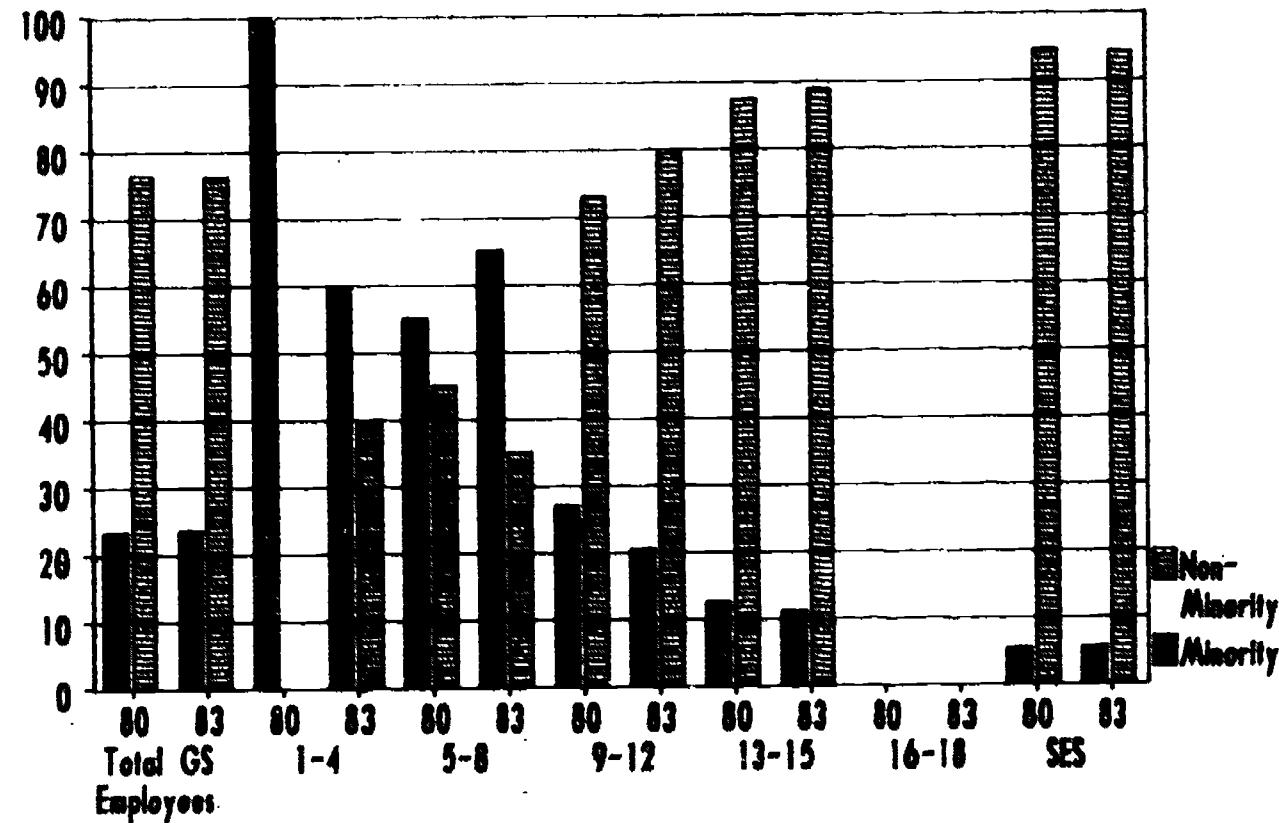
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-3	0	2	0	0	0	0	0	0	0	0	0	0	0	2
GS-4	0	3	0	3	0	0	0	0	0	0	0	3	0	0
<b>SUBTOTAL</b>	<b>0</b>	<b>5</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>4</b>
GS-5	0	7	0	7	0	0	0	0	0	0	0	7	0	0
GS-6	1	18	0	12	1	0	0	0	0	0	1	12	0	6
GS-7	1	35	0	25	0	2	0	1	0	0	0	28	1	7
GS-8	1	54	0	26	1	0	0	1	0	0	1	27	0	27
<b>SUBTOTAL</b>	<b>3</b>	<b>114</b>	<b>0</b>	<b>70</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>76</b>	<b>1</b>	<b>40</b>
GS-9	11	32	1	13	2	0	0	0	0	0	2	13	8	14
GS-10	0	13	0	1	0	0	0	0	0	0	0	1	0	12
GS-11	10	18	1	4	0	0	0	1	0	0	1	5	9	13
GS-12	19	14	0	0	0	0	1	0	0	0	1	0	18	14
<b>SUBTOTAL</b>	<b>40</b>	<b>77</b>	<b>2</b>	<b>18</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>19</b>	<b>35</b>	<b>58</b>
GS-13	28	29	3	6	0	0	0	1	0	0	3	7	25	22
GS-14	0	20	4	2	0	0	0	0	0	0	4	2	39	18
GS-15	102	21	5	2	1	1	1	1	0	0	7	4	95	17
<b>SUBTOTAL</b>	<b>173</b>	<b>70</b>	<b>12</b>	<b>10</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>15</b>	<b>159</b>	<b>57</b>
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
SES	75	12	3	1	1	0	0	0	0	0	4	1	71	11
<b>TOTAL</b>	<b>1</b>	<b>291</b>	<b>278</b>	<b>17</b>	<b>102</b>	<b>6</b>	<b>31</b>	<b>2</b>	<b>51</b>	<b>0</b>	<b>9</b>	<b>25</b>	<b>110</b>	<b>168</b>

159

162

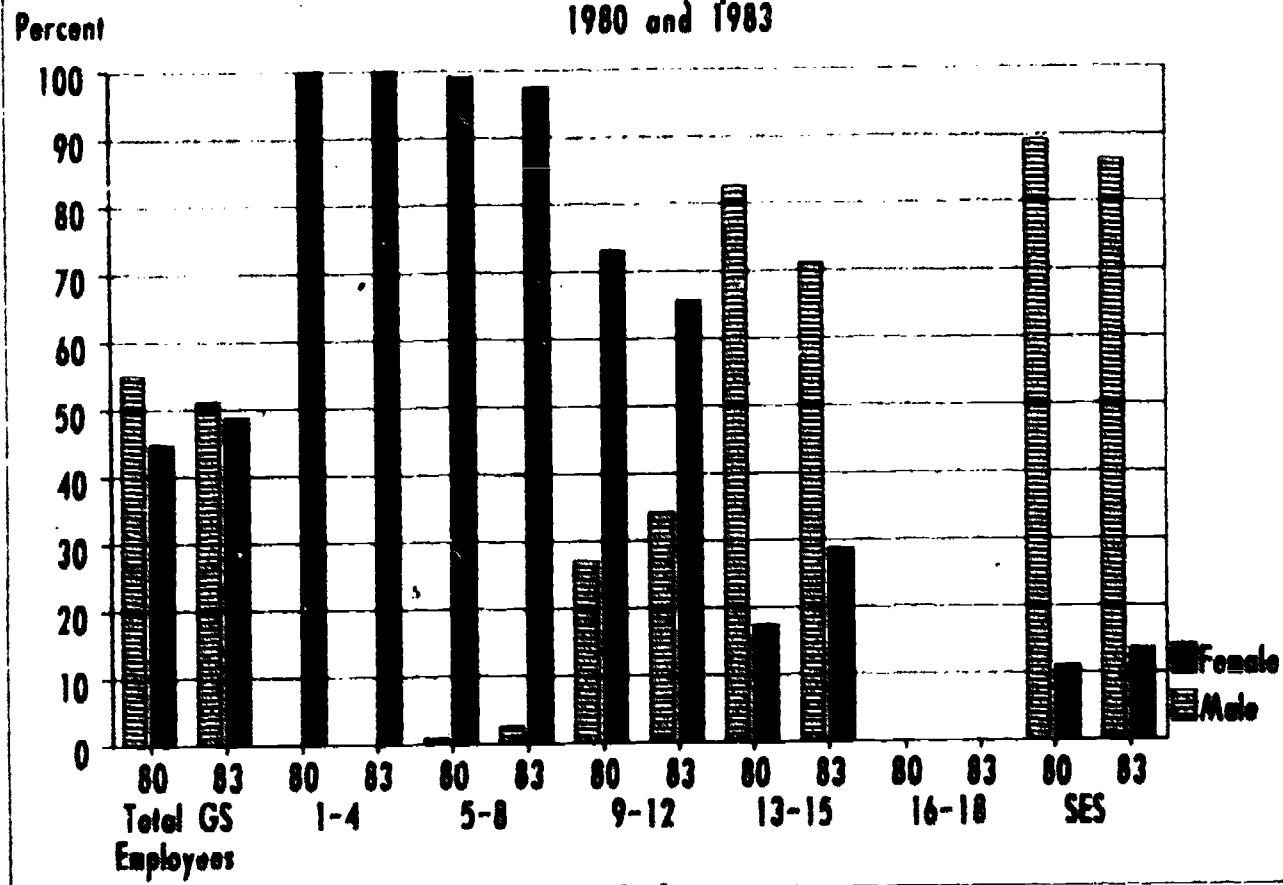
Office of Management & Budget  
Minority - Non-Minority Employment Profiles  
1980 and 1983

Percent



129

Office of Management & Budget  
Male - Female Employment Profiles  
1980 and 1983



Office of Personnel Management  
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employee		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	8	0	5	0	1	0	0	0	0	0	6	0	2
GS-2	20	81	14	51	0	9	0	3	0	0	14	65	6	18
GS-3	96	443	54	153	5	57	6	9	0	2	45	201	53	242
GS-4	115	731	60	332	6	35	2	6	2	3	72	376	43	355
<b>SUBTOTAL</b>	<b>235</b>	<b>1265</b>	<b>106</b>	<b>541</b>	<b>13</b>	<b>82</b>	<b>8</b>	<b>18</b>	<b>2</b>	<b>5</b>	<b>131</b>	<b>646</b>	<b>102</b>	<b>617</b>
GS-5	208	851	67	369	9	35	0	13	0	0	76	417	132	414
GS-6	45	293	14	121	1	8	0	7	0	1	15	137	30	156
GS-7	160	360	43	155	8	4	2	5	1	1	54	165	106	195
GS-8	11	42	4	21	0	0	1	0	0	0	5	21	6	21
<b>SUBTOTAL</b>	<b>424</b>	<b>1526</b>	<b>128</b>	<b>666</b>	<b>18</b>	<b>47</b>	<b>3</b>	<b>25</b>	<b>1</b>	<b>2</b>	<b>150</b>	<b>740</b>	<b>274</b>	<b>786</b>
GS-9	149	188	22	61	9	14	1	1	0	0	32	76	117	112
GS-10	4	3	2	2	0	0	0	0	0	0	2	2	2	1
GS-11	333	220	38	61	8	6	5	5	1	1	50	75	283	145
GS-12	513	222	51	50	23	7	5	5	3	0	80	62	433	160
<b>SUBTOTAL</b>	<b>999</b>	<b>655</b>	<b>113</b>	<b>174</b>	<b>40</b>	<b>29</b>	<b>7</b>	<b>11</b>	<b>4</b>	<b>1</b>	<b>164</b>	<b>215</b>	<b>835</b>	<b>418</b>
GS-13	514	170	42	38	12	4	6	6	2	0	60	96	96	124
GS-14	292	82	27	9	7	2	2	1	0	0	36	12	256	70
GS-15	171	22	11	0	5	1	1	0	1	0	18	1	153	21
<b>SUBTOTAL</b>	<b>977</b>	<b>274</b>	<b>80</b>	<b>47</b>	<b>24</b>	<b>7</b>	<b>7</b>	<b>5</b>	<b>3</b>	<b>0</b>	<b>114</b>	<b>59</b>	<b>843</b>	<b>215</b>
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
SES	66	7	8	1	3	0	1	0	0	0	12	1	54	6
<b>TOTAL</b>	<b>2699</b>	<b>3703</b>	<b>437</b>	<b>1429</b>	<b>98</b>	<b>165</b>	<b>26</b>	<b>59</b>	<b>10</b>	<b>8</b>	<b>571</b>	<b>1041</b>	<b>2128</b>	<b>2042</b>

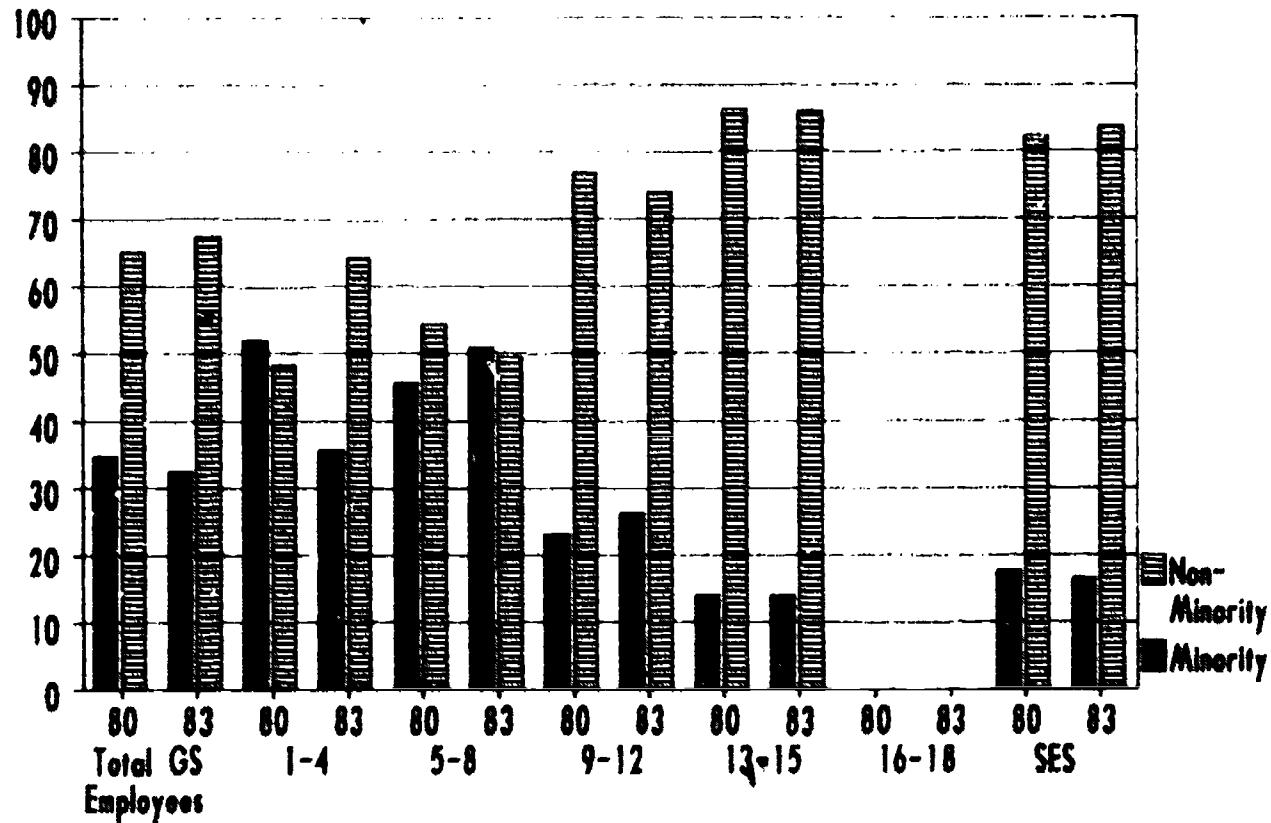
**Office of Personnel Management**  
**(1983 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/Pacific Islander		American Indian/Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	4	0	3	0	0	0	0	0	0	0	3	0	1
GS-2	18	64	6	37	0	1	0	0	0	0	6	38	12	46
GS-3	69	418	23	99	3	17	1	9	0	1	27	126	42	292
GS-4	116	629	38	201	7	19	4	6	2	0	51	226	65	403
SUBTOTAL	203	1135	67	340	10	57	5	15	2	1	84	393	119	742
GS-5	124	557	45	261	11	24	1	12	0	0	57	297	67	260
GS-6	38	256	17	129	3	5	0	3	0	0	20	137	18	121
GS-7	91	764	30	175	2	5	2	1	0	1	34	182	57	182
GS-8	12	33	5	16	1	0	0	0	0	0	6	16	6	17
SUBTOTAL	241	1212	97	581	17	34	3	16	0	1	117	632	148	580
GS-9	76	147	15	59	3	4	0	2	1	0	17	65	57	82
GS-10	4	1	0	0	0	0	0	0	0	0	0	0	4	1
GS-11	308	304	40	103	11	14	2	2	0	0	53	119	255	185
GS-12	612	190	40	46	20	2	5	7	2	1	67	56	345	134
SUBTOTAL	796	642	93	206	34	20	7	11	3	1	157	240	661	402
GS-13	470	186	44	58	11	4	2	2	2	1	59	45	411	141
GS-14	240	52	25	4	6	2	0	1	0	0	31	7	209	45
GS-15	121	21	8	0	2	1	0	0	0	0	10	1	111	28
SUBTOTAL	831	259	77	42	19	7	2	3	2	1	100	53	731	206
GS-16	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	1	0	0	0	0	0	0	0	0	0	0	0	1	0
SES	55	6	6	0	3	0	1	0	0	0	10	0	45	6
TOTAL	2153	3254	340	1171	83	98	18	45	7	4	448	1318	1705	1936

\* for agencies with GS series, these values are added into the GS series

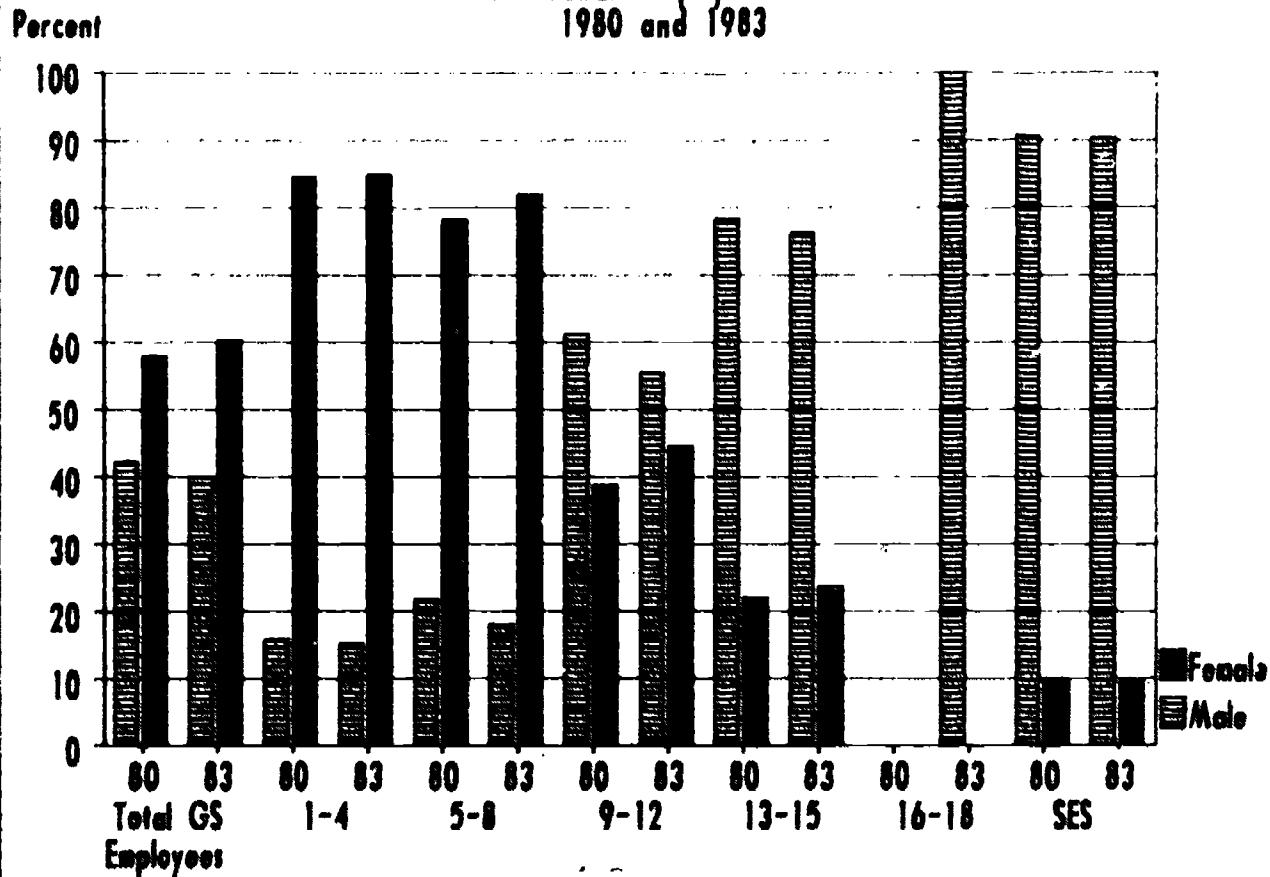
Office of Personal Management  
Minority - Non-Minority Employment Profiles  
1980 and 1983

Percent



168

Office of Personal Management  
Male - Female Employment Profiles  
1980 and 1983



164

168

**Pension Benefit Guaranty Corporation  
(1980 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian /Alaskan Native		Total Minority		Total Non-Minority		
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
GS-1	1	1	1	1	0	0	0	0	0	0	1	1	0	0	
GS-2	0	3	0	1	0	0	0	0	0	0	0	1	0	2	
GS-3	3	32	3	19	0	0	0	0	0	0	3	19	0	13	
GS-4	4	28	4	18	0	0	0	0	0	0	4	18	0	10	
<b>SUBTOTAL</b>	<b>64</b>	<b>8</b>	<b>39</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>39</b>	<b>0</b>	<b>25</b>	
GS-5	14	60	11	25	0	0	0	0	0	0	11	25	3	15	
GS-6	2	22	2	15	0	0	0	0	0	0	2	15	0	17	
GS-7	13	30	3	14	0	1	0	0	0	0	3	17	10	13	
GS-8	0	6	0	3	0	0	0	0	0	0	0	3	0	3	
<b>SUBTOTAL</b>	<b>29</b>	<b>108</b>	<b>16</b>	<b>59</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>14</b>	<b>60</b>	<b>13</b>	<b>48</b>	
GS-9	15	15	2	7	0	0	0	0	0	0	2	7	13	8	
GS-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
GS-11	58	22	6	7	0	0	0	0	1	0	6	8	32	14	
GS-12	40	18	5	3	0	0	0	0	0	0	5	3	35	15	
<b>SUBTOTAL</b>	<b>93</b>	<b>55</b>	<b>13</b>	<b>17</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>18</b>	<b>7</b>	<b>37</b>	
GS-13	58	17	5	3	0	0	0	0	0	0	5	3	33	14	
GS-14	30	10	3	2	0	0	0	0	1	0	3	3	27	7	
GS-15	28	4	1	1	0	1	0	1	0	0	3	1	25	3	
<b>SUBTOTAL</b>	<b>96</b>	<b>51</b>	<b>9</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>7</b>	<b>85</b>	<b>24</b>	
GS-16	7	0	0	0	0	0	0	0	0	0	0	0	7	0	
GS-17	2	0	0	0	0	0	0	0	0	0	0	0	2	0	
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>SUBTOTAL</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>0</b>	
SES	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>TOTAL</b>	<b>1</b>	<b>235</b>	<b>258</b>	<b>96</b>	<b>121</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>21</b>	<b>0</b>	<b>0</b>	<b>48</b>	<b>124</b>	<b>187</b>	<b>134</b>

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Pension Benefit Guaranty Corporation  
1983 EMPLOYMENT PROFILE I

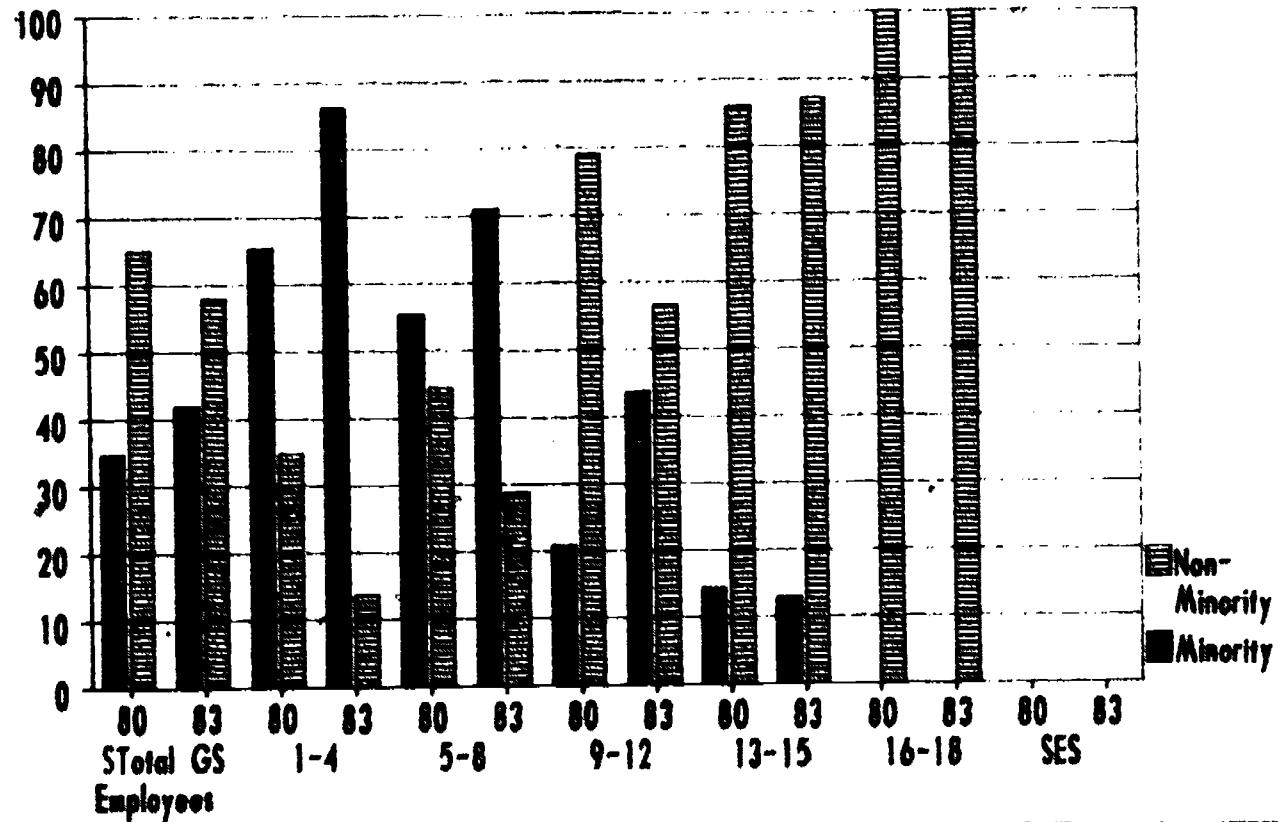
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	2	1	2	0	0	0	0	0	0	0	2	0	0	1
GS-3	0	6	0	7	0	0	0	0	0	0	0	7	0	1
GS-4	1	17	1	14	0	1	0	0	0	0	1	15	0	2
<b>SUBTOTAL</b>	<b>3</b>	<b>26</b>	<b>3</b>	<b>21</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>22</b>	<b>0</b>	<b>4</b>
GS-5	5	35	4	26	0	0	0	0	0	0	4	26	1	9
GS-6	4	26	4	17	0	0	0	0	0	0	4	17	0	9
GS-7	8	30	4	20	0	1	1	2	0	0	5	23	3	7
GS-8	0	10	0	4	0	1	0	0	0	0	0	5	0	5
<b>SUBTOTAL</b>	<b>17</b>	<b>101</b>	<b>12</b>	<b>67</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>71</b>	<b>4</b>	<b>30</b>
GS-9	8	13	4	4	0	0	0	0	0	0	4	4	0	0
GS-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-11	26	21	10	16	0	0	0	0	0	0	10	16	16	5
GS-12	52	24	5	15	0	0	0	0	0	0	5	15	27	9
<b>SUBTOTAL</b>	<b>66</b>	<b>58</b>	<b>19</b>	<b>35</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>19</b>	<b>35</b>	<b>47</b>	<b>25</b>
GS-13	50	26	4	5	0	0	2	1	0	0	6	6	44	20
GS-14	32	13	3	1	0	0	0	1	0	0	3	2	29	11
GS-15	30	5	0	1	0	0	1	0	0	0	2	1	28	4
<b>SUBTOTAL</b>	<b>112</b>	<b>44</b>	<b>7</b>	<b>7</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>11</b>	<b>9</b>	<b>101</b>	<b>35</b>
GS-16	5	0	0	0	0	0	0	0	0	0	0	0	5	0
GS-17	4	0	0	0	0	0	0	0	0	0	0	0	4	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>9</b>	<b>0</b>
<b>SES</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>TOTAL</b>	<b>1</b>	<b>207</b>	<b>229</b>	<b>41</b>	<b>130</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>46</b>	<b>137</b>	<b>161</b>	<b>92</b>

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Pension Benefit Guaranty Corporation  
Minority - Non-Minority Employment Profiles  
1980 and 1983

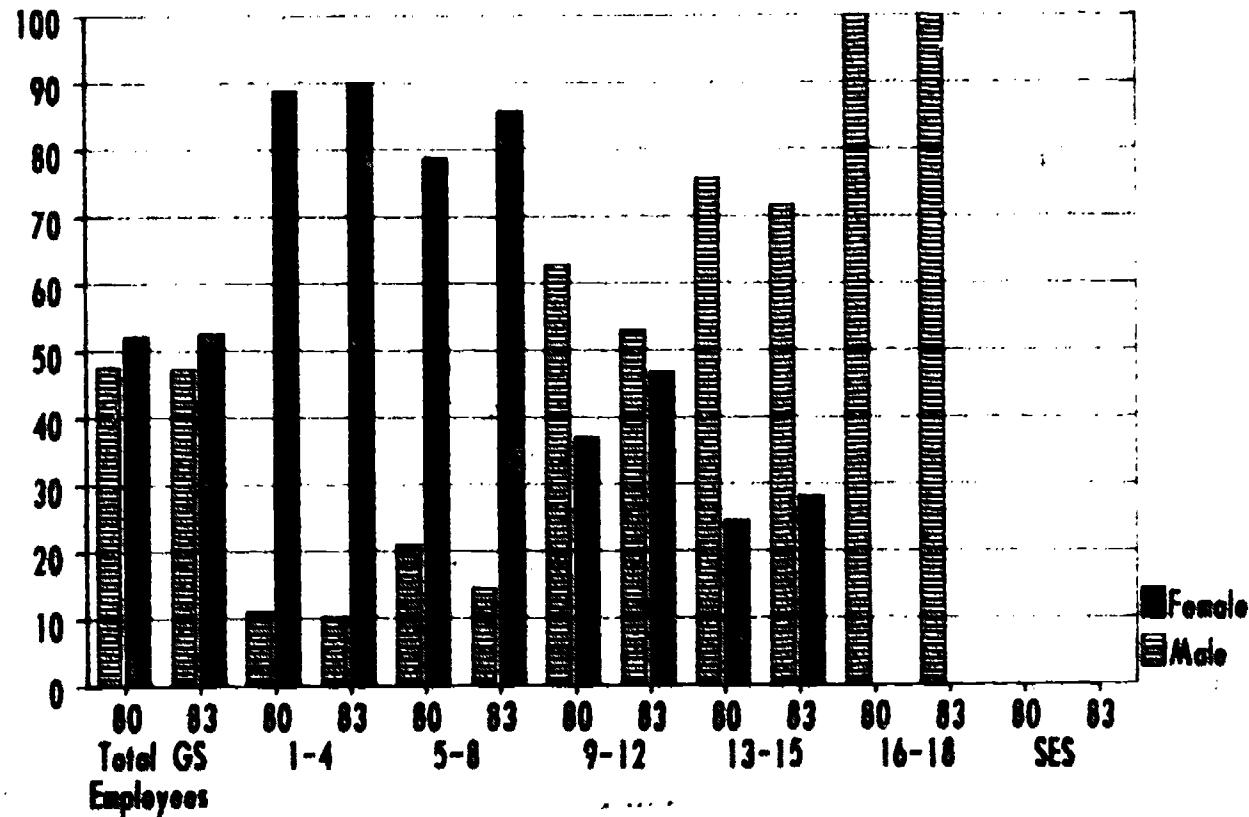
Percent



167

Pension Benefit Guaranty Corporation  
Male - Female Employment Profiles  
1980 and 1983

Percent



168

172

Postal Service  
(1980 EMPLOYMENT PROFILE)

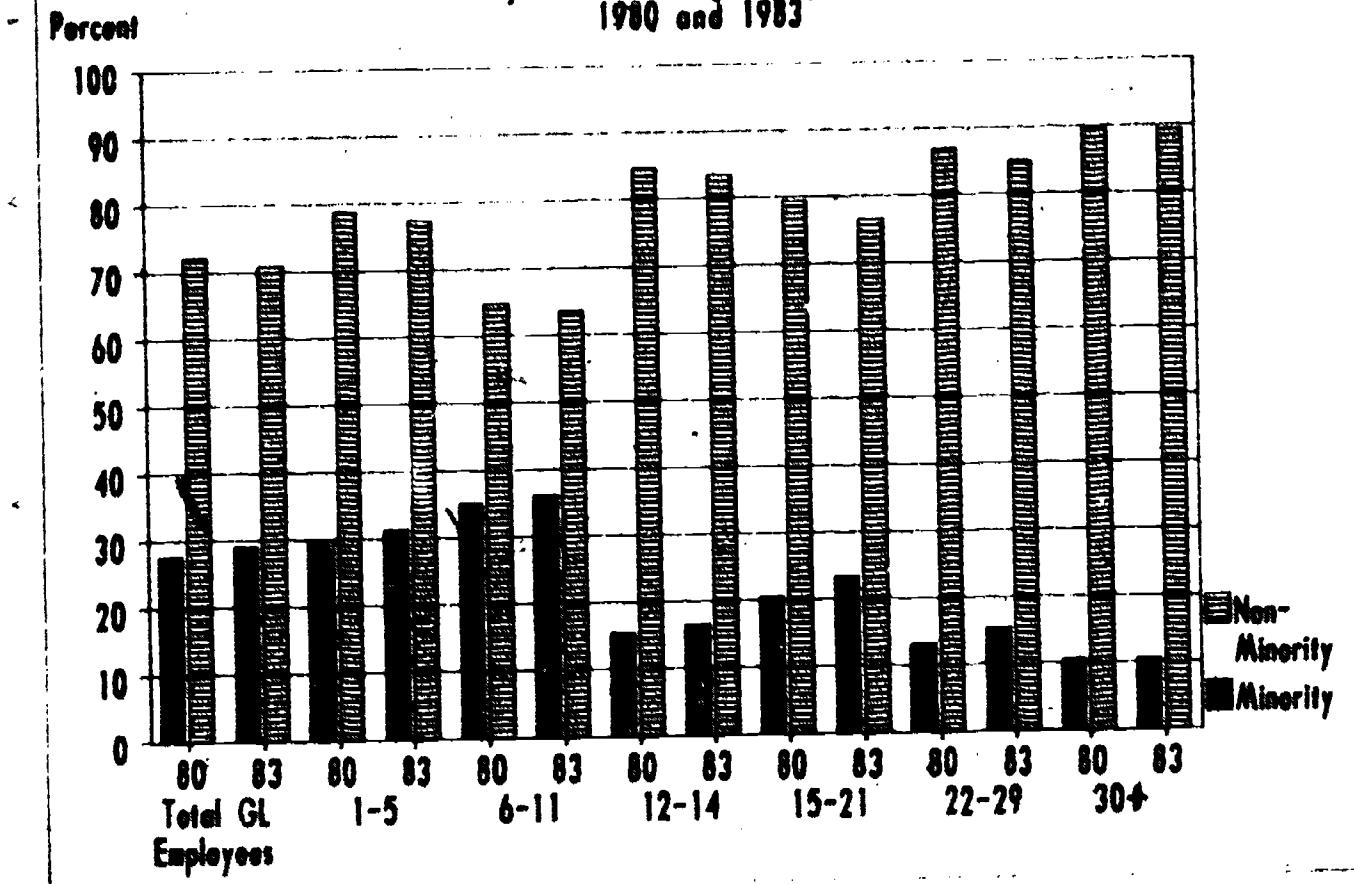
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GL-1	520	97	112	46	25	0	5	0	0	0	130	66	106	51
GL-2	2701	503	1106	389	476	16	67	8	4	0	1457	400	1264	95
GL-3	9871	15172	3190	607	457	14	176	47	26	60	1835	553	6034	10379
GL-4	32072	5687	13644	3618	1016	206	571	108	53	11	16066	4142	18906	29465
GL-5	309787	55014	66336	26370	14187	2977	6700	1711	820	273	17767	30871	236010	54863
SUBTOTAL	361725	105813	64460	21265	16441	2882	7521	1870	601	307	19243	51920	265409	67095
GL-6	65180	20984	12918	10120	2995	75	1697	433	101	29	17709	11818	37671	9421
GL-7	2467	559	671	20	118	0	80	4	2	1	1060	98	2619	144
GL-8	340	63	75	30	17	3	23	3	2	0	115	36	435	67
GL-9	1423	830	258	127	85	31	52	48	2	2	346	807	1863	623
GL-10	269	579	71	86	15	11	16	17	1	1	103	116	166	265
GL-11	2008	8760	272	570	65	81	41	35	30	40	406	400	2682	5164
SUBTOTAL	63915	26251	14468	10819	3236	869	1807	787	138	79	19741	12369	44176	18462
GL-12	44	47	14	21	1	1	1	1	0	0	16	26	20	43
GL-13	4300	4044	176	208	85	28	87	49	30	30	324	204	3776	3400
GL-14	2462	1062	450	359	85	28	61	34	1	0	477	404	1725	456
SUBTOTAL	6796	5196	720	618	169	79	119	69	9	38	1017	814	5729	4381
GL-15	19601	6140	3207	1034	647	75	287	47	30	14	4191	1170	15410	2970
GL-16	6035	799	901	305	218	18	127	19	10	2	1255	241	4700	449
GL-17	3599	601	622	170	102	10	97	6	0	1	651	189	2340	212
GL-18	6000	617	361	80	181	6	70	12	23	2	629	180	5376	517
GL-19	2080	223	348	77	77	5	81	17	5	1	506	98	1949	125
GL-20	2134	207	220	40	70	5	50	4	10	2	354	50	2752	187
GL-21	2146	120	205	30	48	0	87	11	6	0	345	45	1022	79
SUBTOTAL	42393	4806	8802	1700	1510	112	605	116	110	25	8107	1993	34286	6809
GL-22	1196	69	102	23	25	0	16	1	0	1	156	26	1940	48
GL-23	1601	48	123	11	27	0	44	2	0	0	100	15	1403	52
GL-24	778	21	65	4	15	0	37	1	2	0	117	8	970	16
GL-25	410	18	30	2	8	0	20	0	1	1	60	2	380	13
GL-26	284	12	23	0	6	1	6	3	0	0	37	4	217	8
GL-27	88	2	6	1	0	0	4	0	0	0	18	1	75	1
GL-28	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GL-29	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	4650	100	380	41	77	1	161	7	8	0	576	49	3974	136
GL-30	2	0	0	0	0	0	0	0	0	0	0	0	2	0
GL-31	1	0	0	0	0	0	0	0	0	0	0	0	1	0
PCES I	766	20	36	0	18	0	27	3	2	0	50	5	406	22
PCES II	32	1	1	0	1	0	1	0	0	0	5	0	29	1
SUBTOTAL	801	21	37	0	16	0	28	3	2	0	63	5	710	23
TOTAL	470138	103951	88987	44480	21609	2835	10589	2074	846	201	118767	31768	101343	92203

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Postal Service  
(1983 EMPLOYMENT PROFILE)

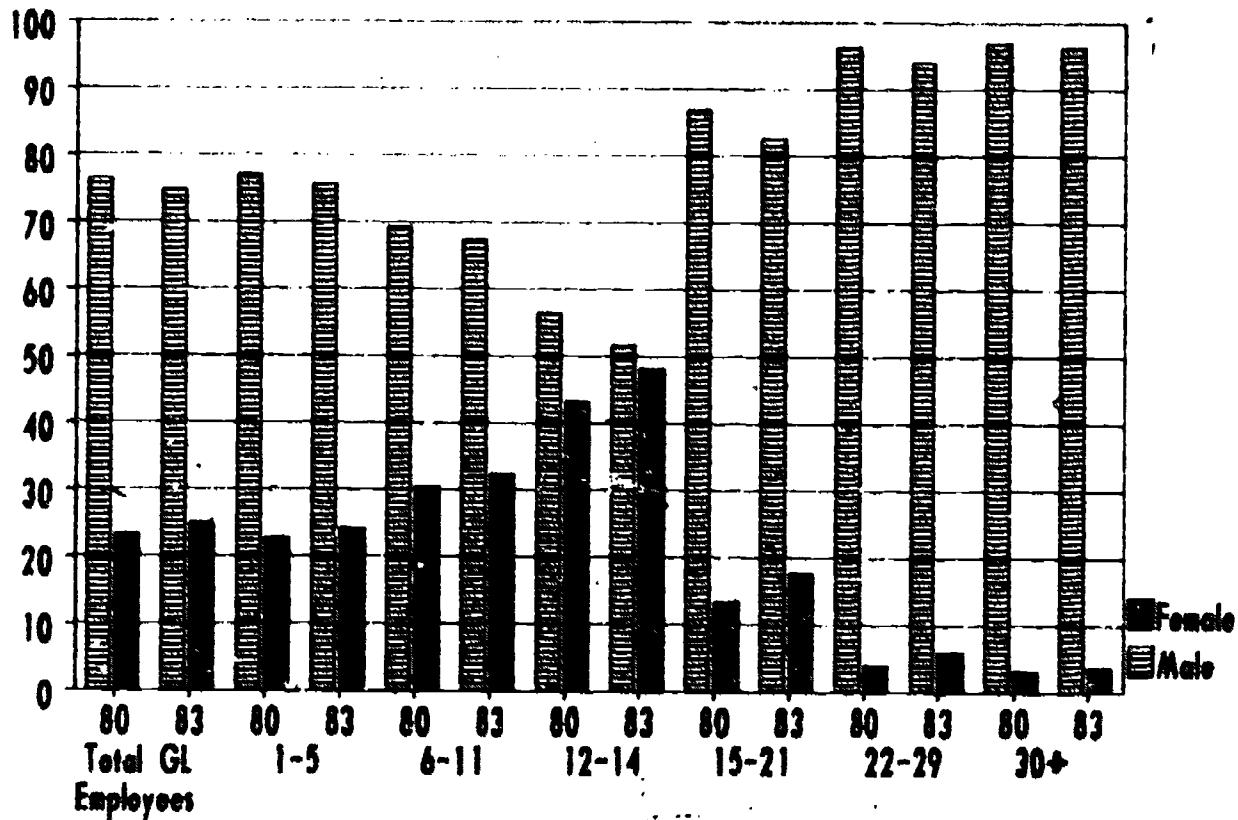
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GL-1	278	15	102	45	20	1	0	0	2	1	120	68	154	28
GL-2	2466	468	1175	331	161	9	67	8	3	1	1406	347	1240	101
GL-3	10051	4375	3195	610	817	38	175	30	29	49	3917	707	6164	7066
GL-4	34991	7983	18985	4182	1979	320	226	137	82	56	18408	4857	16331	3366
GL-5	216158	91709	487500	27775	14345	3310	4632	2116	145	342	49273	13567	222714	58162
SUBTOTAL	360126	108666	48182	126379	19820	3720	7000	2271	754	411	92519	23528	267026	49925
GL-6	38014	23946	12024	10823	2640	904	1960	968	121	45	18638	12810	37184	11130
GL-7	2468	204	863	103	123	12	76	10	2	1	1200	120	2359	116
GL-8	633	71	53	38	23	6	19	3	1	0	145	44	260	27
GL-9	1676	457	871	98	67	16	61	17	8	6	300	126	1554	199
GL-10	197	296	56	64	11	0	10	16	0	3	77	120	120	126
GL-11	2791	6379	957	942	82	122	21	66	31	64	441	794	2380	9466
SUBTOTAL	64619	21248	14696	11687	3760	1148	2120	1945	128	110	28754	14612	43868	17281
GL-12	87	50	11	10	1	2	7	1	0	1	14	32	15	36
GL-13	2835	4446	825	291	90	62	30	39	15	33	350	425	2097	4025
GL-14	2209	1180	861	402	38	38	31	32	7	8	677	476	1882	706
SUBTOTAL	6071	8466	787	711	109	99	68	72	30	39	1829	921	3042	4768
GL-15	19985	5874	3987	1640	619	158	264	39	52	29	4629	1865	16719	3751
GL-16	4080	1192	1011	455	257	21	86	29	15	2	1367	482	4718	640
GL-17	2428	206	720	270	147	10	79	15	5	1	965	362	2465	282
GL-18	6097	289	456	187	216	20	46	7	24	6	745	190	8204	649
GL-19	1925	316	382	120	79	7	38	11	6	3	475	141	1460	178
GL-20	2016	299	276	67	101	9	29	5	9	6	400	49	2126	200
GL-21	2946	196	218	56	66	1	35	4	9	0	323	46	1722	134
SUBTOTAL	46879	8978	4621	2794	1700	811	381	105	110	47	8675	3107	23197	3871
GL-22	1228	112	130	58	97	0	21	6	2	0	200	39	1028	78
GL-23	2822	125	200	51	65	1	31	0	4	0	306	32	1716	95
GL-24	1007	41	76	12	17	0	14	1	3	0	110	15	997	28
GL-25	647	22	57	6	10	0	18	2	1	0	50	6	417	16
GL-26	210	23	30	5	11	1	9	5	0	0	54	9	249	14
GL-27	63	2	2	1	2	0	1	1	0	0	5	2	70	0
GL-28	6	0	9	0	6	0	0	0	0	0	6	0	6	0
GL-29	3	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	5134	320	407	90	150	7	86	15	10	0	735	101	4401	124
GL-30	5	1	0	0	0	0	0	0	0	0	0	0	5	1
GL-31	1	0	0	0	0	0	0	0	0	0	0	0	1	0
PCPS I	728	26	25	1	15	0	3	2	4	0	70	3	460	25
PCPS II	24	5	0	1	2	0	0	0	0	0	2	1	20	2
SUBTOTAL	752	30	25	2	15	0	5	2	4	0	76	4	486	26
TOTAL	432860	126460	58701	46111	20487	8180	10211	3246	1069	607	121820	57460	236985	57600

**Postal Service**  
**Minority - Non-Minority Employment Profiles**  
**1980 and 1983**



**Postal Service**  
**Male - Female Employment Profiles**  
**1980 and 1983**

Percent



**Railroad Retirement Board  
(1980 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American / Pacific Islander		American Indian / Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	14	16	8	7	0	0	0	0	0	0	6	7	6	9
GS-3	35	99	13	40	0	2	0	0	0	0	13	42	22	57
GS-4	50	140	7	66	0	4	0	0	0	0	7	66	23	82
SUBTOTAL	79	263	28	107	0	8	0	0	0	0	28	115	51	148
GS-5	43	170	10	65	3	4	0	0	1	0	14	69	29	101
GS-6	6	60	1	19	0	1	0	0	0	0	1	23	5	37
GS-7	68	158	8	46	0	2	0	1	0	0	8	49	60	109
GS-8	34	102	6	29	1	2	0	2	1	0	8	28	26	74
SUBTOTAL	151	490	25	154	4	9	0	6	2	0	31	169	120	321
GS-9	58	79	5	24	2	1	1	0	0	0	8	25	50	54
GS-10	105	105	0	18	1	1	0	0	0	0	9	20	46	85
GS-11	77	70	10	13	1	0	0	1	0	0	11	14	66	86
GS-12	122	57	7	11	0	0	0	0	0	0	7	11	115	96
SUBTOTAL	362	511	30	66	4	2	1	1	0	1	35	70	327	241
GS-13	49	18	4	2	0	0	1	0	0	0	5	2	44	16
GS-14	32	1	2	0	0	0	0	0	0	0	2	0	30	1
GS-15	29	2	2	0	0	0	0	0	0	0	2	0	27	2
SUBTOTAL	110	21	8	2	0	0	1	0	0	0	9	2	101	19
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	7	0	1	0	0	0	0	0	0	0	1	0	6	0
TOTAL	769	1085	92	329	8	19	2	7	2	11	104	356	605	729

173

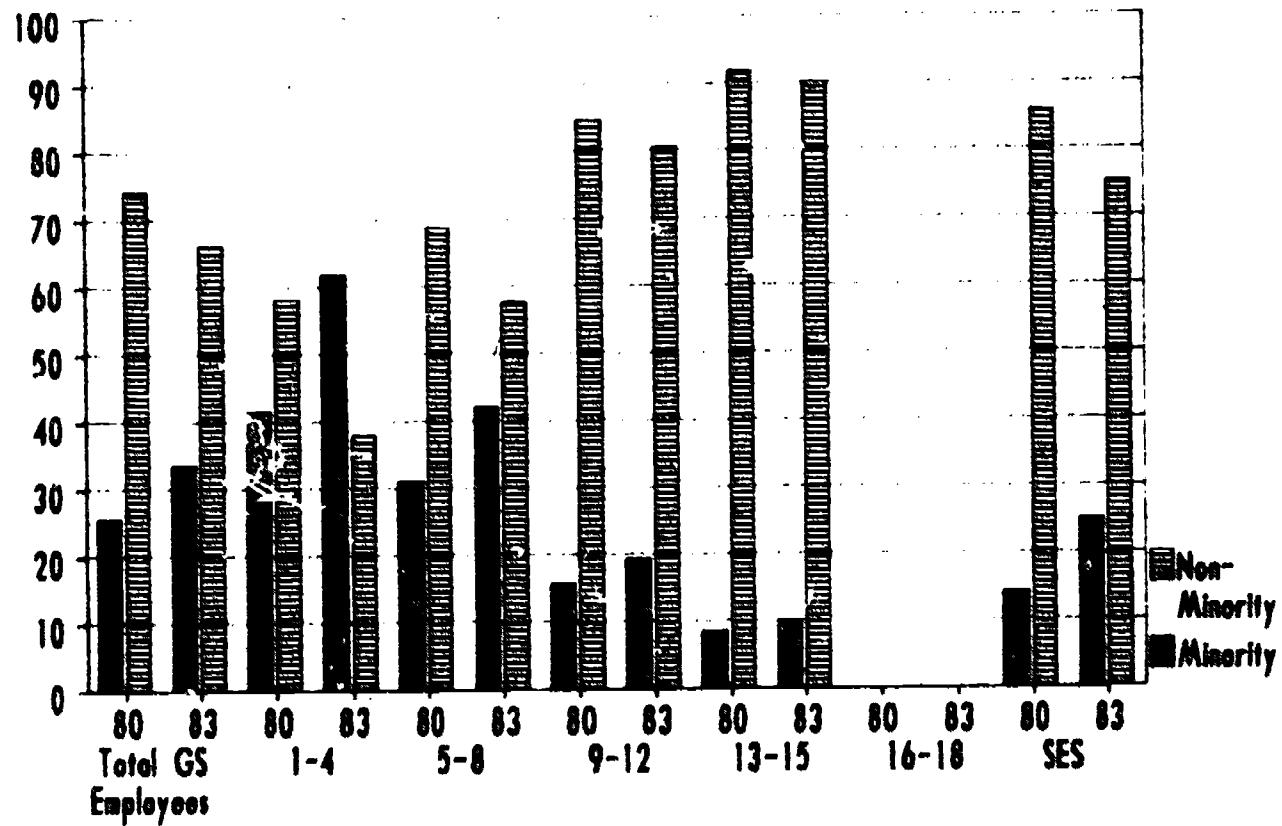
177

Railroad Retirement Board  
 (1985 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	8	13	5	7	0	2	0	0	0	0	5	9	3	4
GS-3	21	79	13	47	0	4	0	0	0	1	15	52	0	27
GS-4	22	136	9	82	0	2	1	0	0	0	10	84	12	52
SUBTOTAL	51	228	27	136	0	8	1	0	0	1	26	145	23	83
GS-5	23	129	5	84	0	1	0	1	0	1	5	87	18	46
GS-6	10	58	3	22	0	2	0	0	0	0	3	24	7	54
GS-7	40	94	10	42	4	1	0	2	0	0	14	45	26	49
GS-8	24	105	2	20	0	2	0	2	0	0	2	24	22	81
SUBTOTAL	97	586	20	168	4	6	0	5	0	1	24	180	72	206
GS-9	40	76	3	35	2	0	1	0	1	0	7	35	35	43
GS-10	93	113	8	23	1	1	0	1	1	1	10	26	83	87
GS-11	78	68	10	16	1	0	0	1	0	0	11	17	67	51
GS-12	102	66	5	13	0	0	0	1	0	0	6	14	97	52
SUBTOTAL	313	323	26	85	4	1	1	3	2	1	33	90	280	233
GS-13	46	18	5	1	0	0	0	0	0	0	5	1	41	17
GS-14	27	4	2	1	0	0	1	0	0	0	3	1	24	3
GS-15	24	1	2	0	0	0	0	0	0	0	2	0	22	1
SUBTOTAL	97	23	9	2	0	0	1	0	0	0	10	2	87	21
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	8	0	2	0	0	0	0	0	0	0	2	0	6	0
TOTAL	8	See	960	84	391	8	15	5	81	2	31	97	417	469

Railroad Retirement Board  
Minority - Non-Minority Employment Profiles  
1980 and 1983

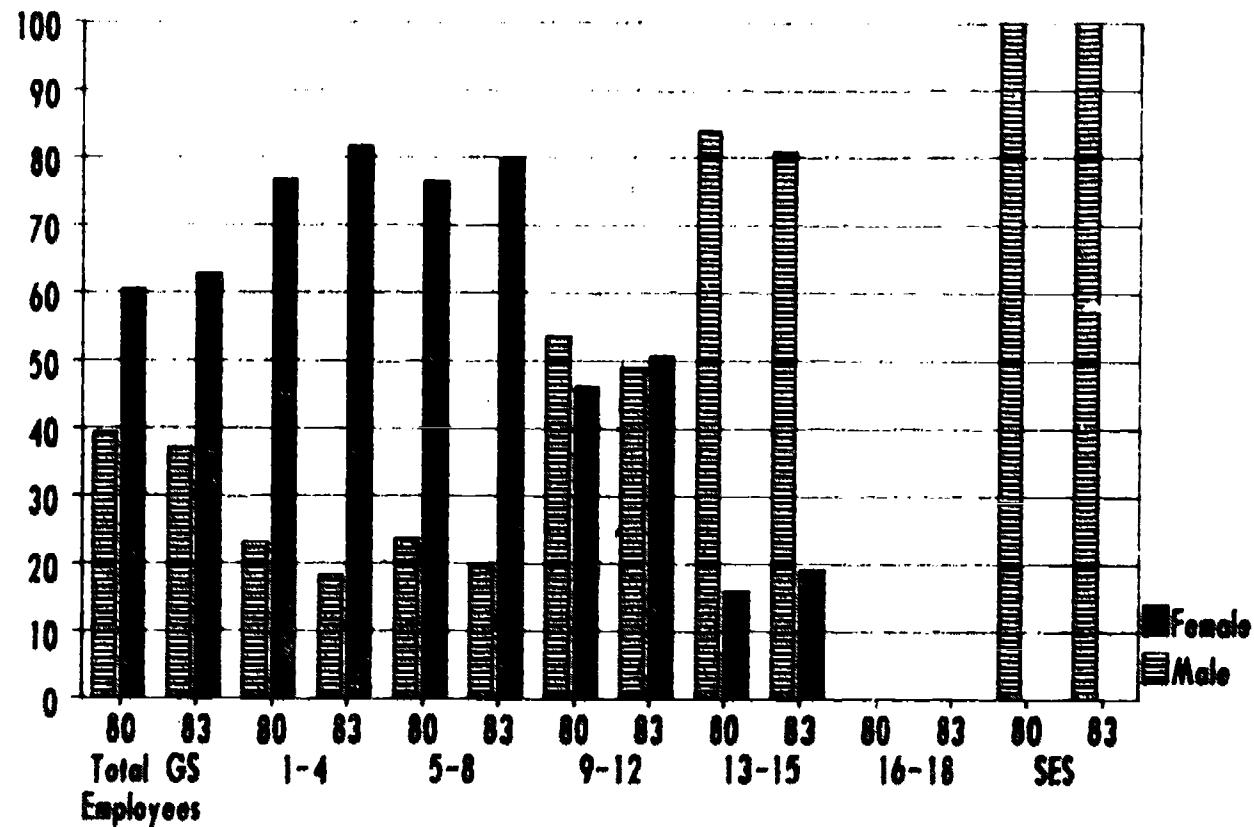
Percent



175

Railroad Retirement Board  
Male - Female Employment Profiles  
1980 and 1983

Percent



176

154

**Securities & Exchange Commission  
(1980 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	1	0	1	0	0	0	0	0	0	0	1	0	0
GS-2	5	11	4	6	0	0	0	0	0	0	4	6	1	5
GS-3	13	33	8	18	0	0	0	0	0	0	8	18	5	15
GS-4	29	82	16	35	2	2	1	0	0	0	19	37	10	45
<b>SUBTOTAL</b>	<b>47</b>	<b>127</b>	<b>28</b>	<b>60</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>31</b>	<b>62</b>	<b>16</b>	<b>65</b>
GS-5	18	134	11	57	0	2	0	1	0	0	11	60	7	74
GS-6	17	148	10	58	1	0	1	1	0	0	12	59	5	89
GS-7	27	97	12	43	0	0	0	1	0	1	12	45	15	52
GS-8	6	27	3	16	0	0	1	0	0	0	4	16	2	11
<b>SUBTOTAL</b>	<b>68</b>	<b>406</b>	<b>36</b>	<b>174</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>39</b>	<b>180</b>	<b>29</b>	<b>226</b>
GS-9	46	62	11	3	0	1	0	0	0	0	11	24	35	38
GS-10	2	5	1	5	0	0	0	0	0	0	1	3	1	2
GS-11	86	62	14	17	1	1	1	0	1	0	17	18	69	44
GS-12	189	65	14	10	2	0	4	0	0	0	20	10	109	55
<b>SUBTOTAL</b>	<b>323</b>	<b>194</b>	<b>40</b>	<b>53</b>	<b>3</b>	<b>2</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>49</b>	<b>55</b>	<b>274</b>	<b>139</b>
GS-13	508	60	17	9	5	0	1	2	0	0	23	11	285	49
GS-14	222	33	5	2	2	0	3	0	0	0	10	2	212	31
GS-15	134	14	7	6	0	0	1	0	0	0	8	0	126	14
<b>SUBTOTAL</b>	<b>664</b>	<b>107</b>	<b>29</b>	<b>11</b>	<b>7</b>	<b>0</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>41</b>	<b>13</b>	<b>623</b>	<b>90</b>
GS-16	7	0	1	0	0	0	0	0	0	0	1	0	6	0
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>8</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>7</b>	<b>0</b>
<b>SES</b>	<b>39</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>56</b>	<b>1</b>
<b>TOTAL</b>	<b>1169</b>	<b>835</b>	<b>135</b>	<b>298</b>	<b>13</b>	<b>6</b>	<b>13</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>162</b>	<b>510</b>	<b>407</b>	<b>525</b>

177

181

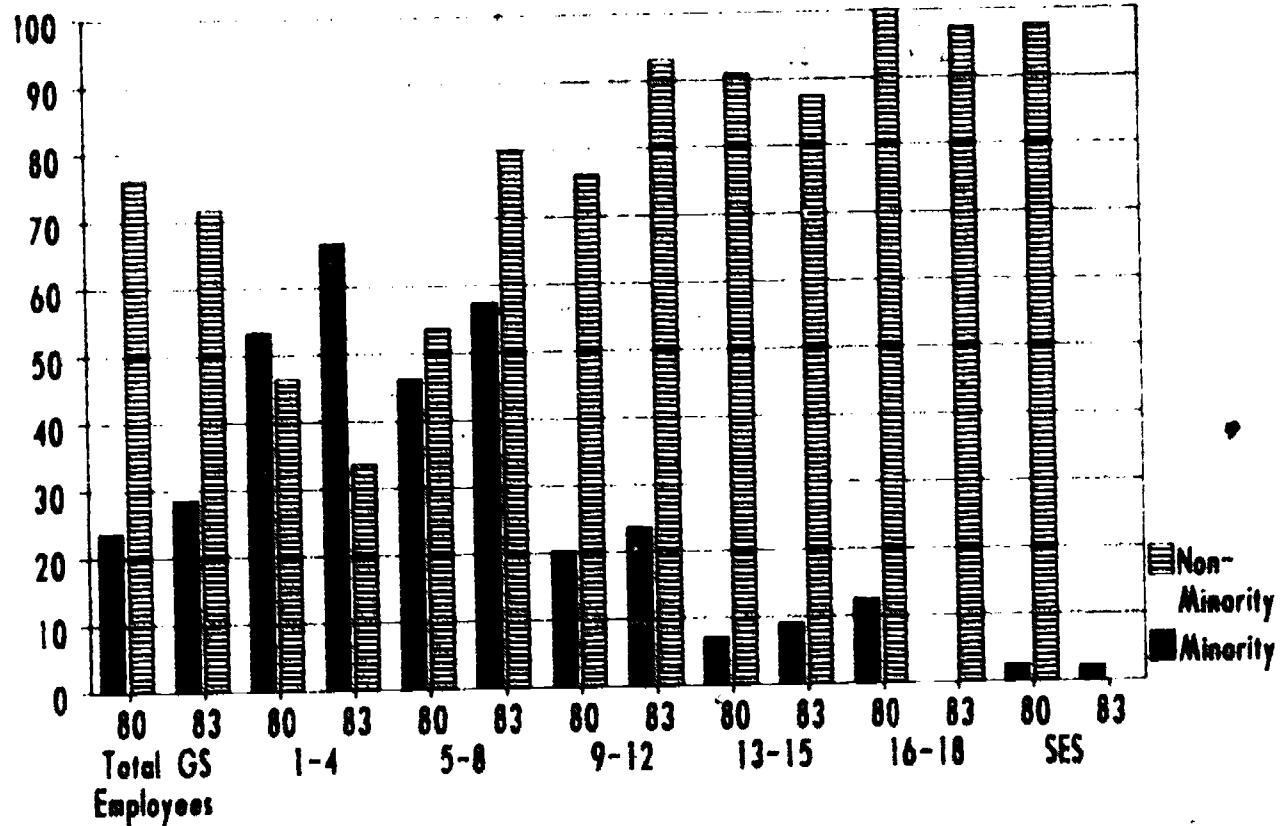
Securities & Exchange Commission  
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	1	1	0	1	0	0	0	0	0	0	1	1	0	0
GS-3	10	14	3	5	0	2	0	1	0	0	3	8	7	6
GS-4	17	69	9	40	1	6	2	0	0	1	12	47	5	17
SUBTOTAL	28	79	12	46	1	8	2	1	0	1	15	56	13	23
GS-5	16	121	10	71	0	2	0	1	0	0	10	74	6	47
GS-6	13	141	9	72	2	3	1	0	0	0	12	75	1	66
GS-7	12	97	9	52	0	0	0	0	0	0	9	52	3	45
GS-8	3	25	0	14	0	0	0	0	0	0	0	14	3	11
SUBTOTAL	44	384	28	209	2	5	1	1	0	0	31	215	13	169
GS-9	26	51	10	18	0	1	2	2	0	0	12	21	14	30
GS-10	1	7	1	3	0	0	0	0	0	0	1	3	0	4
GS-11	61	56	11	11	1	0	0	1	0	1	12	13	49	45
GS-12	153	79	12	16	3	1	7	0	0	0	22	19	131	60
SUBTOTAL	241	193	39	50	4	2	9	5	0	1	47	56	194	137
GS-13	262	93	18	11	5	0	3	2	0	0	26	13	236	80
GS-14	123	52	8	3	2	0	1	1	0	0	11	4	112	46
GS-15	127	24	5	2	0	0	1	0	0	0	6	2	121	22
SUBTOTAL	512	169	31	16	7	0	5	5	0	0	43	19	469	150
GS-16	5	0	0	0	0	0	0	0	0	0	0	0	5	0
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	6	0	0	0	0	0	0	0	0	0	0	0	6	0
SES	37	7	1	0	0	0	0	0	0	0	1	0	36	7
TOTAL	866	832	186	321	14	15	17	6	0	2	137	346	731	486

140  
150

Securities & Exchange Commission  
Minority - Non-Minority Employment Profiles  
1980 and 1983

Percent

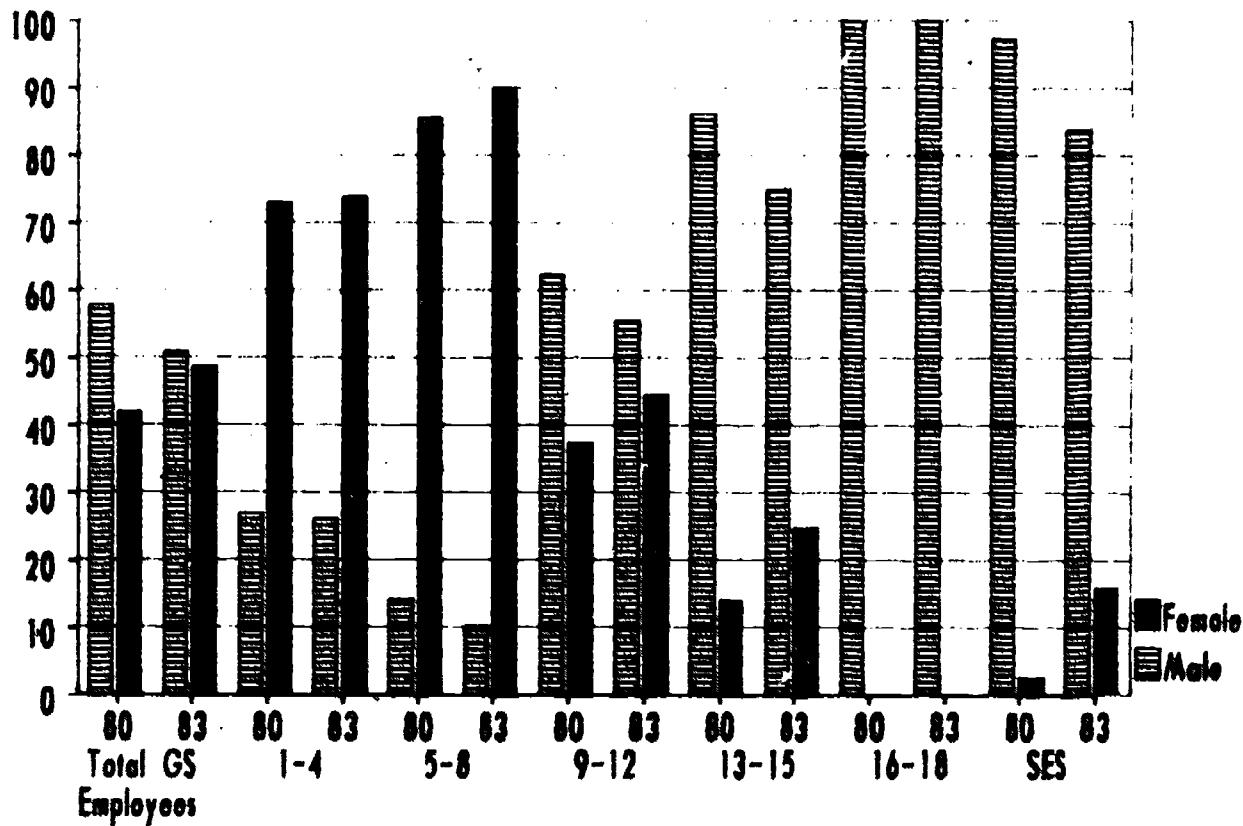


179

183

Securities & Exchange Commission  
Male - Female Employment Profiles  
1980 and 1983

Percent



181

164

Selective Service System  
 (1980 EMPLOYMENT PROFILE)

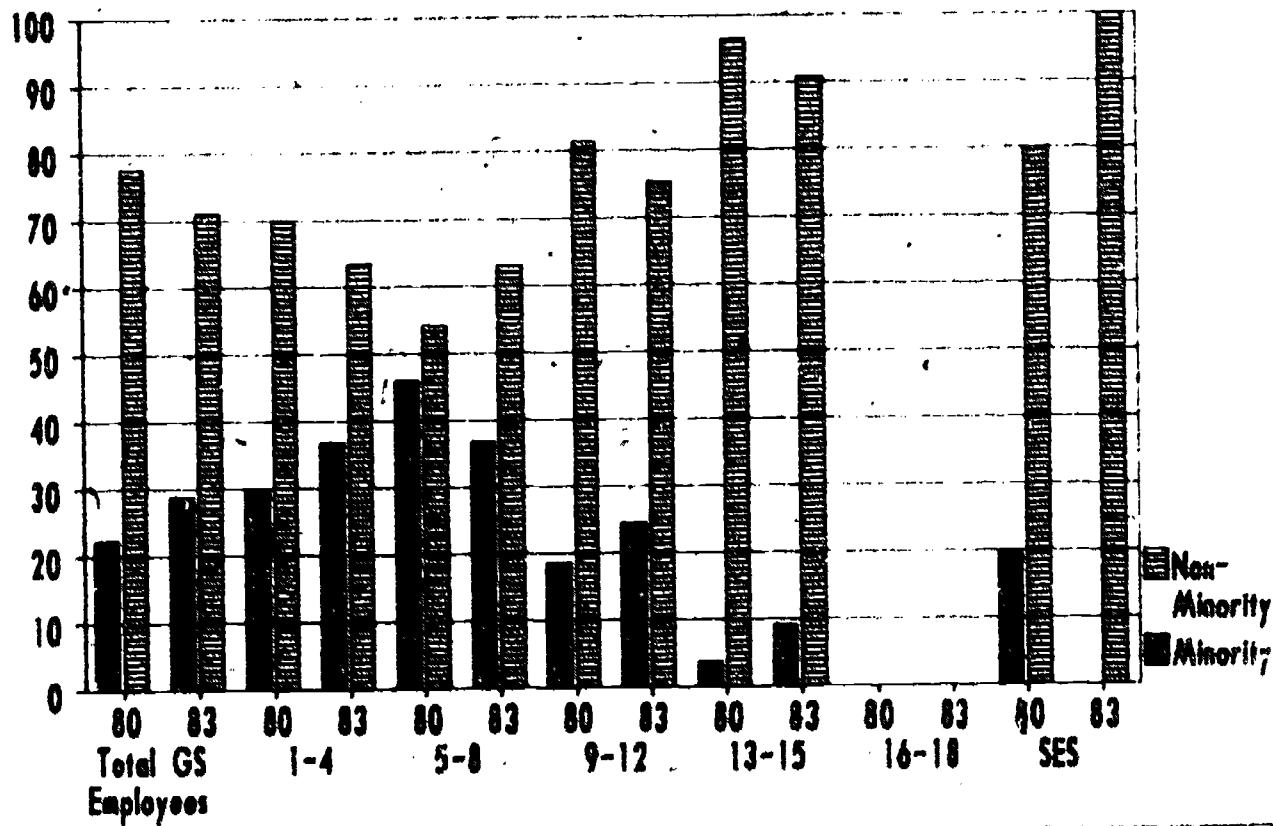
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-3	0	1	0	0	0	0	0	0	0	0	0	1	0	0
GS-4	0	9	0	2	0	0	0	0	0	0	0	2	0	7
SUBTOTAL	0	10	0	3	0	0	0	0	0	0	0	3	0	7
GS-5	1	4	0	2	1	0	0	0	0	0	1	2	0	2
GS-6	0	10	0	3	0	0	0	0	0	0	0	3	0	7
GS-7	2	7	1	4	0	0	0	0	0	0	0	9	1	3
GS-8	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	3	21	1	9	1	0	0	0	0	0	2	9	1	12
GS-9	1	4	1	1	0	0	0	0	0	0	1	1	0	3
GS-10	0	1	0	0	0	0	0	0	0	0	0	0	0	1
GS-11	6	7	1	1	0	0	0	0	0	0	1	1	0	5
GS-12	4	4	1	0	0	0	0	0	0	0	0	0	0	4
SUBTOTAL	11	16	3	2	0	0	0	0	0	0	3	2	8	14
GS-13	8	2	0	0	0	0	0	0	0	0	0	0	2	2
GS-14	7	2	0	0	0	0	0	0	0	0	0	0	7	2
GS-15	8	1	0	1	0	0	0	0	0	0	0	0	1	6
SUBTOTAL	23	5	0	1	0	0	0	0	0	0	0	1	25	4
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	5	0	1	0	0	0	0	0	0	1	0	4	0	0
TOTAL	42	52	5	15	1	0	0	0	0	0	6	15	30	57

Selective Service System  
(1983 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority			
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
GS-2	1	13	1	3	0	0	0	1	0	0	1	4	0	9		
GS-3	2	27	1	9	0	0	0	3	0	0	1	12	1	15		
GS-4	8	28	3	7	0	0	0	1	0	0	3	8	5	20		
SUBTOTAL	11	68	5	19	0	0	0	5	0	0	5	24	6	44		
GS-5	2	12	0	2	0	0	0	0	0	0	0	2	2	10		
GS-6	0	25	0	11	0	1	0	0	0	0	0	12	0	13		
GS-7	1	24	1	8	0	0	0	0	0	0	1	8	0	16		
GS-8	0	4	0	2	0	0	0	0	0	0	0	2	0	2		
SUBTOTAL	3	65	1	25	0	1	0	0	0	0	1	24	2	41		
GS-9	8	12	4	2	0	0	0	0	1	0	5	2	3	10		
GS-10	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
GS-11	12	12	5	0	0	0	0	0	0	0	5	0	7	12		
GS-12	4	9	1	0	0	0	1	0	0	0	2	0	2	4		
SUBTOTAL	24	33	10	2	0	0	1	0	1	0	12	2	12	31		
GS-13	12	6	1	1	0	0	1	0	0	0	2	1	10	5		
GS-14	12	7	0	0	0	0	1	0	0	0	1	0	11	7		
GS-15	7	0	0	0	0	0	0	0	0	0	0	0	7	0		
SUBTOTAL	31	13	1	1	0	0	2	0	0	0	3	1	28	12		
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
SES	1	2	0	1	0	0	0	0	0	0	0	0	2	0		
TOTAL	1	71	179	17	45	1	0	11	3	51	1	0	21	51	50	126

Selective Service System  
Minority - Non-Minority Employment Profiles  
1980 and 1983

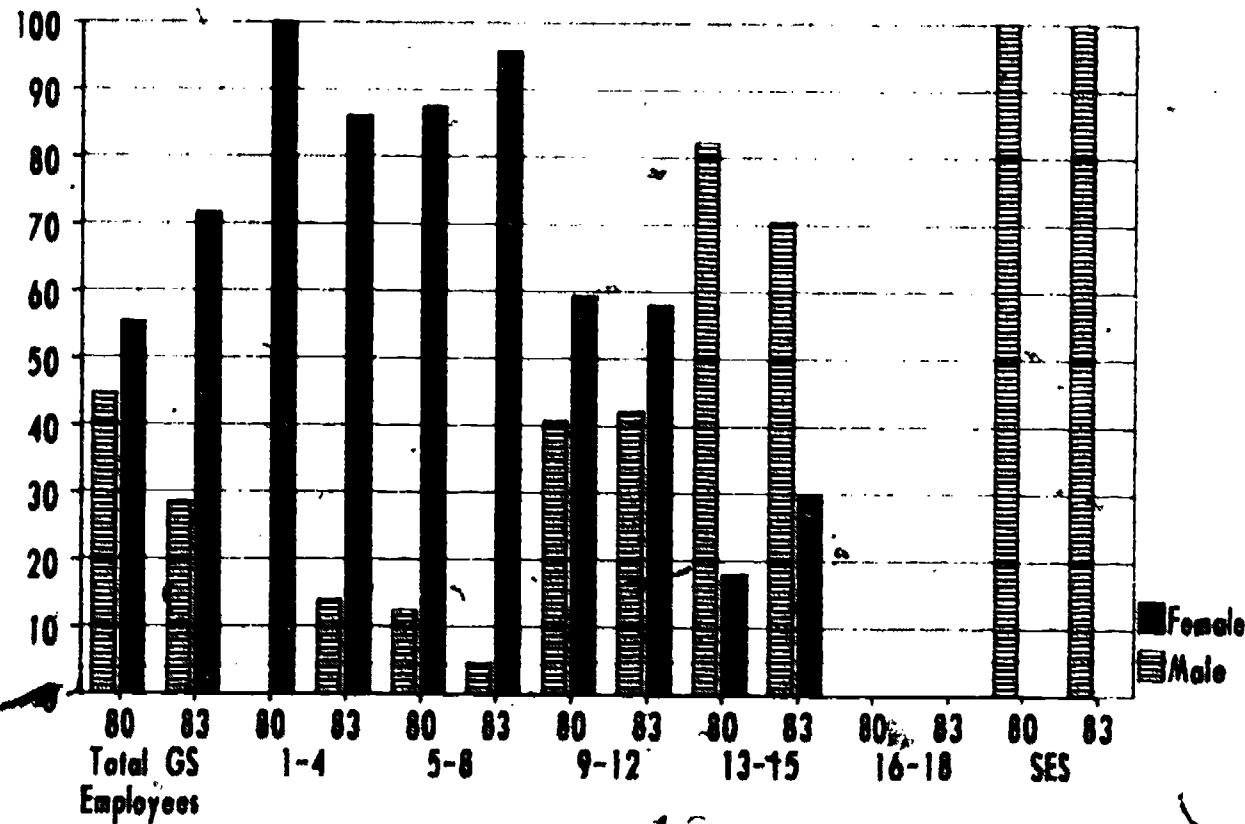
Percent



183

Selective Service System  
Male - Female Employment Profiles  
1980 and 1983

Percent



184

**Small Business Administration  
(1980 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/Pacific Islander		American Indian/Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	2	0	1	0	0	0	0	0	0	0	1	0	1
GS-2	2	10	1	5	0	0	0	0	0	0	1	5	1	5
GS-3	29	97	17	24	1	6	0	0	0	0	18	30	11	67
GS-4	61	372	18	82	5	31	3	6	0	1	26	120	35	252
SUBTOTAL	92	461	34	112	6	37	3	6	0	1	45	156	47	325
GS-5	57	409	7	77	6	24	1	9	0	3	14	113	45	296
GS-6	24	289	10	69	2	15	0	5	0	1	12	90	12	199
GS-7	45	324	10	70	4	19	3	10	0	0	17	107	28	217
GS-8	3	50	2	20	0	5	0	0	0	0	2	25	1	25
SUBTOTAL	129	1072	29	244	12	63	4	24	0	4	45	335	84	737
GS-9	74	112	12	35	6	7	1	1	1	1	22	44	52	46
GS-10	3	5	3	1	0	0	0	0	0	0	3	1	0	4
GS-11	196	119	35	31	20	6	6	4	1	0	62	41	134	78
GS-12	906	176	94	53	72	5	5	3	6	0	177	61	729	115
SUBTOTAL	1179	412	144	120	100	18	12	8	8	1	269	167	915	265
GS-13	540	57	48	10	22	4	8	3	3	0	81	17	459	40
GS-14	235	19	18	4	5	1	3	0	0	0	26	5	209	14
GS-15	205	16	19	2	7	0	3	0	2	0	31	2	172	14
SUBTOTAL	978	92	85	16	54	5	14	3	5	0	136	24	840	68
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SES	36	5	6	0	4	0	0	0	0	0	10	0	26	5
TOTAL	2414	2062	300	492	156	123	33	41	13	6	502	642	1912	1400

185

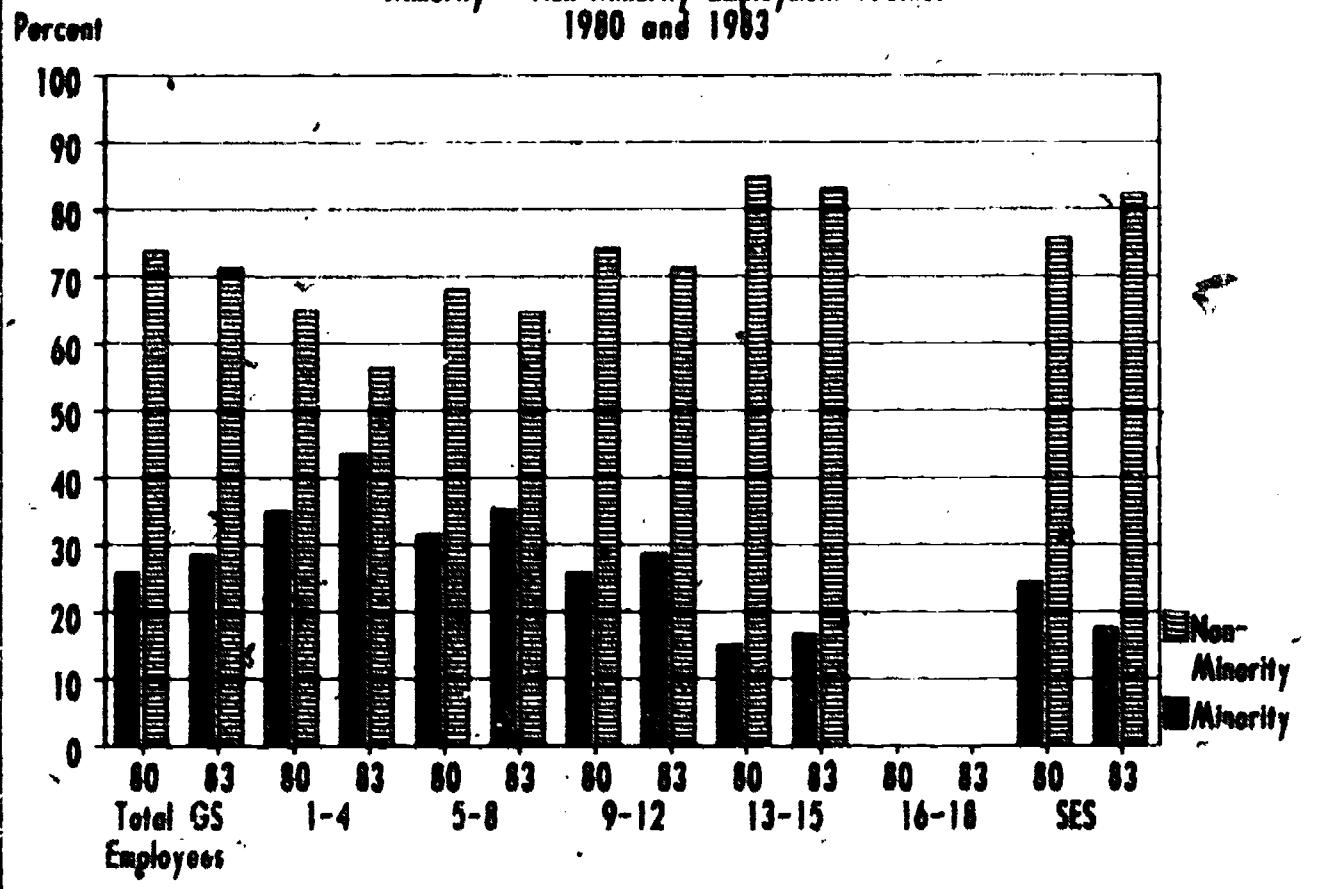
189

**Small Business Administration  
(1985 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-2	2	13	0	5	0	2	1	0	0	0	1	7	1	6
GS-3	16	58	11	17	1	1	0	1	0	0	12	19	4	39
GS-4	48	211	20	65	4	19	1	6	0	0	25	66	23	125
<b>SUBTOTAL</b>	<b>67</b>	<b>282</b>	<b>31</b>	<b>85</b>	<b>5</b>	<b>22</b>	<b>2</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>38</b>	<b>114</b>	<b>29</b>	<b>166</b>
GS-5	37	324	9	65	5	20	1	5	0	2	15	94	22	233
GS-6	26	234	5	76	1	15	0	4	0	1	6	92	20	142
GS-7	30	359	8	97	1	28	1	6	0	1	10	126	20	233
GS-8	7	44	2	24	0	4	0	0	0	0	2	28	2	16
<b>SUBTOTAL</b>	<b>97</b>	<b>966</b>	<b>24</b>	<b>253</b>	<b>7</b>	<b>71</b>	<b>2</b>	<b>14</b>	<b>0</b>	<b>4</b>	<b>35</b>	<b>342</b>	<b>64</b>	<b>624</b>
GS-9	43	103	6	32	3	8	2	2	0	0	11	42	32	61
GS-10	5	2	0	1	2	0	0	0	0	0	2	1	1	1
GS-11	41	110	23	55	5	11	2	2	0	1	30	47	61	63
GS-12	822	236	95	59	84	14	7	4	7	2	195	79	629	157
<b>SUBTOTAL</b>	<b>959</b>	<b>451</b>	<b>124</b>	<b>125</b>	<b>90</b>	<b>35</b>	<b>11</b>	<b>8</b>	<b>7</b>	<b>3</b>	<b>236</b>	<b>169</b>	<b>723</b>	<b>282</b>
GS-13	511	69	51	17	24	2	9	3	0	0	84	22	427	47
GS-14	201	20	12	5	11	1	2	0	0	0	25	4	176	16
GS-15	163	16	15	3	8	0	4	0	5	0	30	3	153	13
<b>SUBTOTAL</b>	<b>895</b>	<b>105</b>	<b>78</b>	<b>25</b>	<b>43</b>	<b>3</b>	<b>15</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>139</b>	<b>29</b>	<b>756</b>	<b>76</b>
GS-16	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
SES	44	7	3	0	5	1	0	0	0	0	8	11	36	41
<b>TOTAL</b>	<b>2062</b>	<b>1811</b>	<b>260</b>	<b>486</b>	<b>154</b>	<b>130</b>	<b>30</b>	<b>32</b>	<b>10</b>	<b>7</b>	<b>454</b>	<b>655</b>	<b>1608</b>	<b>1156</b>

186

Small Business Administration  
Minority - Non-Minority Employment Profiles  
1980 and 1983



187

Small Business Administration  
Male - Female Employment Profiles  
1980 and 1983

Percent

100

90

80

70

60

50

40

30

20

10

0

80 83  
Total GS  
Employees

80 83

80 83

80 83

80 83

80 83

80 83

80 83

Female

Male

188

19

**Smithsonian Institution  
(1980 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-2	1	5	1	2	0	3	0	0	0	0	1	5	0	0
GS-3	35	17	22	11	9	2	0	0	0	0	31	13	4	4
GS-4	143	65	105	43	9	2	0	0	0	0	114	52	29	55
<b>SUBTOTAL</b>	<b>179</b>	<b>87</b>	<b>128</b>	<b>45</b>	<b>18</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>166</b>	<b>50</b>	<b>33</b>	<b>37</b>
GS-5	295	155	214	51	8	2	5	2	0	0	225	55	70	100
GS-6	28	104	14	39	0	2	1	1	0	1	15	43	13	61
GS-7	151	128	78	24	1	4	0	2	0	0	79	30	72	98
GS-8	21	61	9	11	1	1	0	0	0	0	10	12	11	29
<b>SUBTOTAL</b>	<b>495</b>	<b>428</b>	<b>315</b>	<b>125</b>	<b>10</b>	<b>9</b>	<b>4</b>	<b>5</b>	<b>0</b>	<b>1</b>	<b>329</b>	<b>140</b>	<b>166</b>	<b>288</b>
GS-9	146	144	33	21	1	1	1	2	0	0	35	24	111	120
GS-10	4	11	0	2	0	0	0	0	0	0	0	2	4	9
GS-11	149	99	24	9	1	0	3	3	1	1	47	15	120	86
GS-12	132	59	19	9	4	1	2	0	0	0	25	10	107	49
<b>SUBTOTAL</b>	<b>431</b>	<b>313</b>	<b>76</b>	<b>41</b>	<b>6</b>	<b>2</b>	<b>6</b>	<b>5</b>	<b>1</b>	<b>1</b>	<b>89</b>	<b>49</b>	<b>342</b>	<b>264</b>
GS-13	128	44	6	2	1	1	0	0	0	0	7	3	121	41
GS-14	92	19	1	0	0	1	0	0	0	0	1	1	91	18
GS-15	119	8	5	0	2	0	0	0	0	0	7	0	112	6
<b>SUBTOTAL</b>	<b>359</b>	<b>71</b>	<b>12</b>	<b>2</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>4</b>	<b>324</b>	<b>67</b>
GS-16	25	0	0	0	0	0	1	0	0	0	1	0	24	0
GS-17	11	0	0	0	0	0	1	0	0	0	1	0	10	0
GS-18	9	0	1	0	0	0	0	0	0	0	1	0	8	0
<b>SUBTOTAL</b>	<b>45</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>42</b>	<b>0</b>
SES	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>TOTAL</b>	<b>1489</b>	<b>699</b>	<b>532</b>	<b>211</b>	<b>37</b>	<b>20</b>	<b>12</b>	<b>10</b>	<b>1</b>	<b>21</b>	<b>582</b>	<b>243</b>	<b>907</b>	<b>656</b>

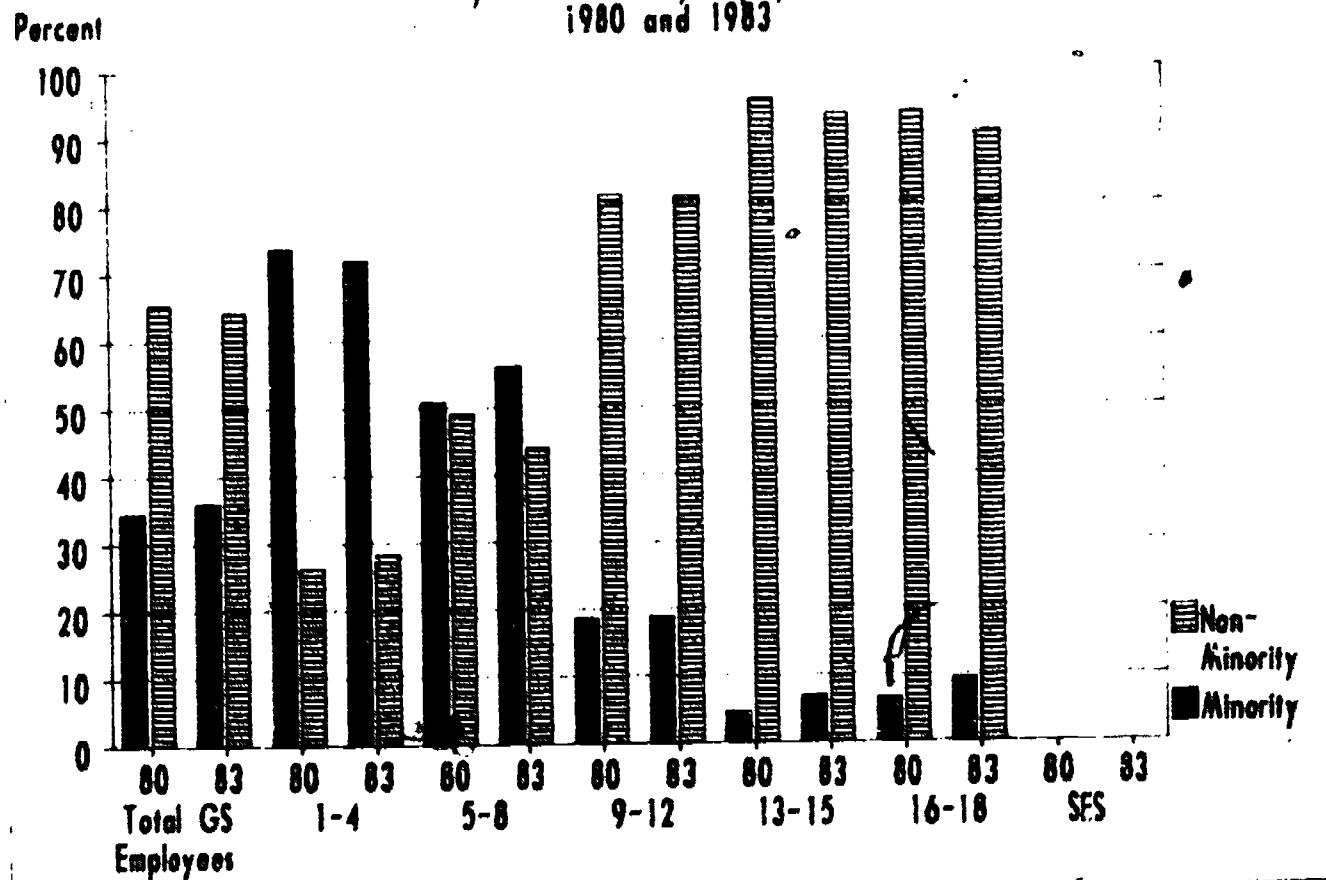
189

**Smithsonian Institution  
(1985 EMPLOYMENT PROFILE)**

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	2	0	0	0	0	0	0	0	0	0	0	0	2	0
GS-2	9	7	1	5	6	0	0	0	0	0	7	5	2	2
GS-3	17	20	8	12	7	0	0	0	0	0	15	12	2	6
GS-4	100	76	78	42	4	3	0	0	0	0	82	45	18	31
SUBTOTAL	128	103	87	59	17	3	0	0	0	0	104	62	24	41
GS-5	343	137	242	55	16	3	9	1	0	1	267	60	76	77
GS-6	37	88	17	42	2	2	1	1	0	1	20	46	17	42
GS-7	128	163	69	41	0	0	0	2	0	0	69	47	59	116
GS-8	22	45	14	16	1	1	0	0	0	0	15	16	7	29
SUBTOTAL	530	433	342	183	19	10	10	4	0	2	371	169	159	264
GS-9	163	144	47	21	2	2	1	3	0	0	50	26	113	118
GS-10	3	3	0	1	0	0	0	0	0	0	0	1	3	2
GS-11	162	112	22	12	1	0	3	2	1	1	27	15	155	97
GS-12	128	86	16	10	2	2	2	0	0	0	20	12	100	74
SUBTOTAL	456	345	85	46	5	4	6	5	1	1	47	54	359	291
GS-13	128	50	9	7	4	0	2	1	0	0	15	8	113	42
GS-14	101	19	2	0	0	1	1	0	0	0	5	1	48	18
GS-15	127	17	1	0	1	1	0	0	0	0	2	1	125	16
SUBTOTAL	354	86	12	7	5	2	3	1	0	0	20	10	336	76
GS-16	54	1	3	0	0	0	1	0	0	0	4	0	30	1
GS-17	10	1	0	1	0	0	0	0	0	0	0	1	10	0
GS-18	7	0	0	0	0	0	0	0	0	0	0	0	7	0
SUBTOTAL	51	2	3	1	0	0	1	0	0	0	4	1	47	1
SES	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	1521	969	529	264	46	19	20	10	1	3	54%	2%	915	673

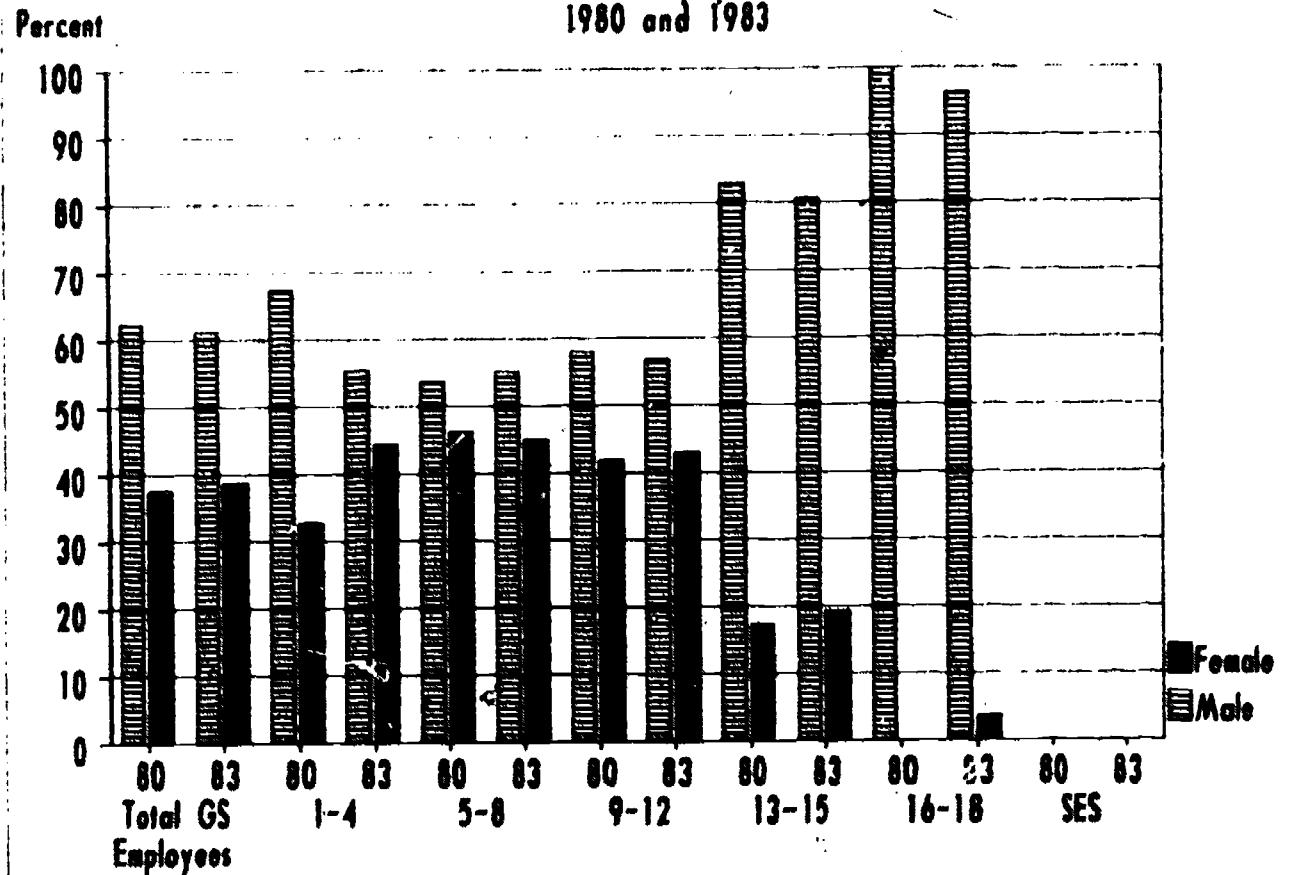
190

Smithsonian Institution  
Minority - Non-Minority Employment Profiles  
1980 and 1983



191

Smithsonian Institution  
Male - Female Employment Profiles  
1980 and 1983



192

195

U.S. Information Agency  
1980 EMPLOYMENT PROFILE

Pay System	Total Employees		Black		Hispanic		Asian American/Pacific Islander		American Indian/Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	1	15	0	13	0	1	0	0	0	0	0	14	1	1
GS-2	6	25	2	16	0	0	0	0	0	0	2	16	4	9
GS-3	12	60	9	49	0	1	0	0	0	0	9	50	3	10
GS-4	22	93	13	62	0	2	0	0	0	0	15	64	9	24
<b>SUBTOTAL</b>	<b>41</b>	<b>193</b>	<b>24</b>	<b>140</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>24</b>	<b>14</b>	<b>17</b>	<b>49</b>
GS-5	66	109	28	61	0	0	0	1	0	0	28	62	16	47
GS-6	53	145	21	84	0	1	0	0	0	0	21	85	12	60
GS-7	28	150	13	87	1	3	2	1	0	0	16	91	12	54
GS-8	9	51	7	26	0	0	0	1	0	0	7	27	2	24
<b>SUBTOTAL</b>	<b>119</b>	<b>455</b>	<b>69</b>	<b>258</b>	<b>1</b>	<b>4</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>72</b>	<b>265</b>	<b>42</b>	<b>190</b>
GS-9	45	102	14	34	1	4	1	3	0	0	16	41	29	61
GS-10	65	7	2	2	0	0	0	0	0	0	2	2	63	5
GS-11	123	98	7	28	3	1	26	3	0	0	36	37	87	66
GS-12	160	97	11	18	5	2	10	2	0	0	20	22	134	75
<b>SUBTOTAL</b>	<b>395</b>	<b>304</b>	<b>54</b>	<b>82</b>	<b>9</b>	<b>7</b>	<b>37</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>80</b>	<b>97</b>	<b>313</b>	<b>207</b>
GS-13	128	51	4	3	6	3	4	1	0	0	14	7	114	44
GS-14	64	12	9	1	0	0	2	0	0	0	6	1	58	11
GS-15	12	7	0	0	0	0	0	0	0	0	0	0	12	7
<b>SUBTOTAL</b>	<b>204</b>	<b>70</b>	<b>8</b>	<b>4</b>	<b>6</b>	<b>3</b>	<b>6</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>20</b>	<b>8</b>	<b>184</b>	<b>62</b>
GS-16	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-17	1	0	0	0	0	0	0	0	0	0	0	0	1	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>SUBTOTAL</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>0</b>
SES	13	2	0	0	1	0	0	0	0	0	1	0	12	2
<b>TOTAL</b>	<b>767</b>	<b>1024</b>	<b>135</b>	<b>484</b>	<b>17</b>	<b>18</b>	<b>45</b>	<b>12</b>	<b>0</b>	<b>0</b>	<b>197</b>	<b>514</b>	<b>570</b>	<b>510</b>

198

U.S. Information Agency  
(1983 EMPLOYMENT PROFILE)

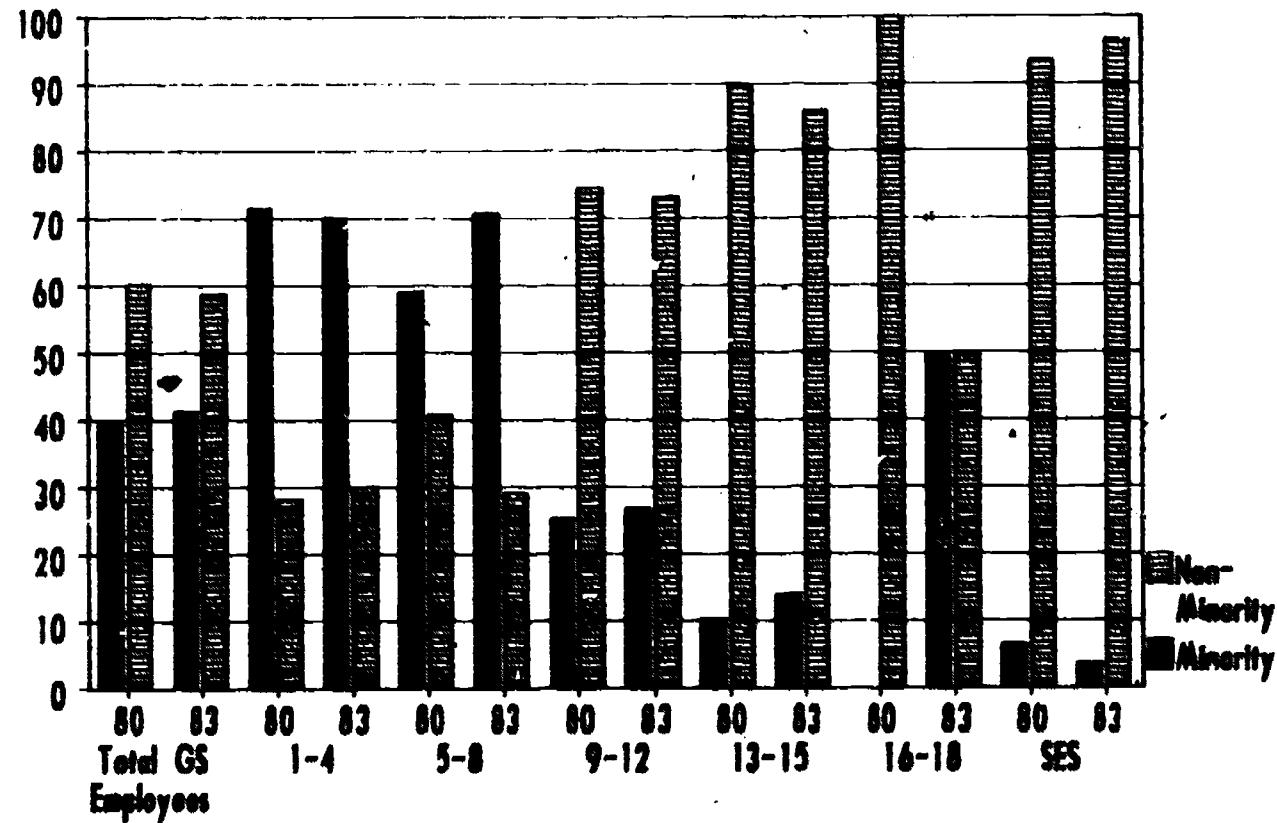
Pay System	Total Employees		Black		Hispanic		Asian American / Pacific Islander		American Indian / Alaskan Native		Total Minority		Total Non Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	6	19	6	8	0	0	0	0	0	0	6	8	0	11
GS-2	5	15	5	15	0	0	0	0	0	0	3	15	2	4
GS-3	13	46	8	30	0	0	0	0	0	0	6	30	5	10
GS-4	18	98	12	74	0	1	0	0	0	0	12	75	6	23
SUBTOTAL	42	182	29	127	0	1	0	0	0	0	29	128	13	54
GS-5	33	107	26	79	0	2	1	0	0	0	27	81	6	26
GS-6	36	179	25	133	0	4	0	0	0	0	25	137	11	42
GS-7	39	190	20	117	2	5	1	1	0	0	23	123	16	67
GS-8	12	48	11	28	0	1	0	0	0	0	11	29	1	19
SUBTOTAL	120	524	82	347	2	12	2	1	0	0	86	370	34	154
GS-9	50	122	7	47	2	3	2	1	0	0	11	51	19	71
GS-10	14	12	4	5	0	0	0	0	0	0	4	5	10	7
GS-11	162	125	15	51	3	2	26	6	0	0	44	39	118	86
GS-12	229	154	7	22	7	5	28	6	0	0	42	33	187	123
SUBTOTAL	435	415	35	105	12	10	56	15	0	0	101	128	354	287
GS-13	177	86	10	10	9	2	11	2	0	0	30	14	147	70
GS-14	95	50	9	1	0	0	1	0	0	0	6	1	89	29
GS-15	52	8	5	1	3	1	1	0	0	0	9	2	45	6
SUBTOTAL	324	122	20	12	12	3	13	2	0	0	45	17	279	105
GS-16	2	0	1	0	0	0	0	0	0	0	1	0	1	0
GS-17	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-18	0	0	0	0	0	0	0	0	0	0	0	0	0	0
SUBTOTAL	2	0	1	0	0	0	0	0	0	0	1	0	1	0
SES	25	3	0	0	0	1	0	0	0	0	0	1	25	2
TOTAL	948	1246	165	601	26	27	71	16	0	0	262	644	686	602

193

194

**U.S. Information Agency**  
**Minority - Non-Minority Employment Profiles**  
**1980 and 1983**

Percent



195

U.S. Information Agency  
Male - Female Employment Agency  
1980 and 1983

Percent

100

90

80

70

60

50

40

30

20

10

0

Female  
Male

Total GS  
Employees

80

83

1-4

5-8

9-12

13-15

16-18

SES

2 10

196

Veterans Administration  
(1980 EMPLOYMENT PROFILE)

Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	62	105	30	44	1	1	0	0	1	2	32	47	30	58
GS-2	445	625	190	259	25	34	1	5	7	2	231	298	214	327
GS-3	4132	5458	1690	1854	243	337	45	50	18	7	1996	2028	2136	3410
GS-4	8540	21815	2985	6752	439	815	58	139	27	63	3509	7669	5055	14346
SUBTOTAL	13203	27903	4903	8909	708	167	160	172	83	76	8768	9042	7435	18141
GS-5	9920	20160	3812	6143	427	591	73	140	24	63	4036	4745	5804	13425
GS-6	4284	6381	1359	2024	190	126	41	53	14	16	1604	2224	2480	4157
GS-7	4184	8384	831	912	206	120	65	123	16	9	1118	1168	3066	4218
GS-8	1293	1844	213	180	49	12	17	10	2	3	281	205	962	839
SUBTOTAL	19631	32979	5915	9264	872	653	196	334	56	91	7039	10342	12592	22637
GS-9	5643	4230	717	656	178	186	72	113	18	6	977	881	4666	3349
GS-10	1390	465	150	45	39	2	9	12	3	1	201	60	1099	405
GS-11	5057	2729	450	436	197	50	77	64	18	4	692	558	5145	2171
GS-12	4388	965	283	185	78	12	57	24	15	1	483	192	3925	773
SUBTOTAL	17138	8389	1600	1292	442	174	215	213	46	12	2303	1691	14835	6698
GS-13	3403	554	165	67	50	9	45	11	6	3	266	90	3417	464
GS-14	1815	185	49	16	9	6	12	9	3	0	73	16	942	89
GS-15	418	36	23	5	2	2	6	1	2	0	33	6	365	30
SUBTOTAL	5116	695	237	84	61	11	65	12	11	3	372	112	4744	585
GS-16	6	0	0	0	0	0	0	0	0	0	0	0	6	0
GS-17	1	1	0	0	0	0	0	0	0	0	0	0	1	1
GS-18	1	0	0	0	0	0	0	0	0	0	0	0	1	0
SUBTOTAL	0	0	0	0	0	0	0	0	0	0	0	0	0	1
SES	244	7	12	2	2	0	2	0	0	0	16	2	228	5
TOTAL	55340	70054	12667	19655	2065	1525	580	731	166	160	15498	21989	39642	48065

201

Veterans Administration  
(1985 EMPLOYMENT PROFILE)

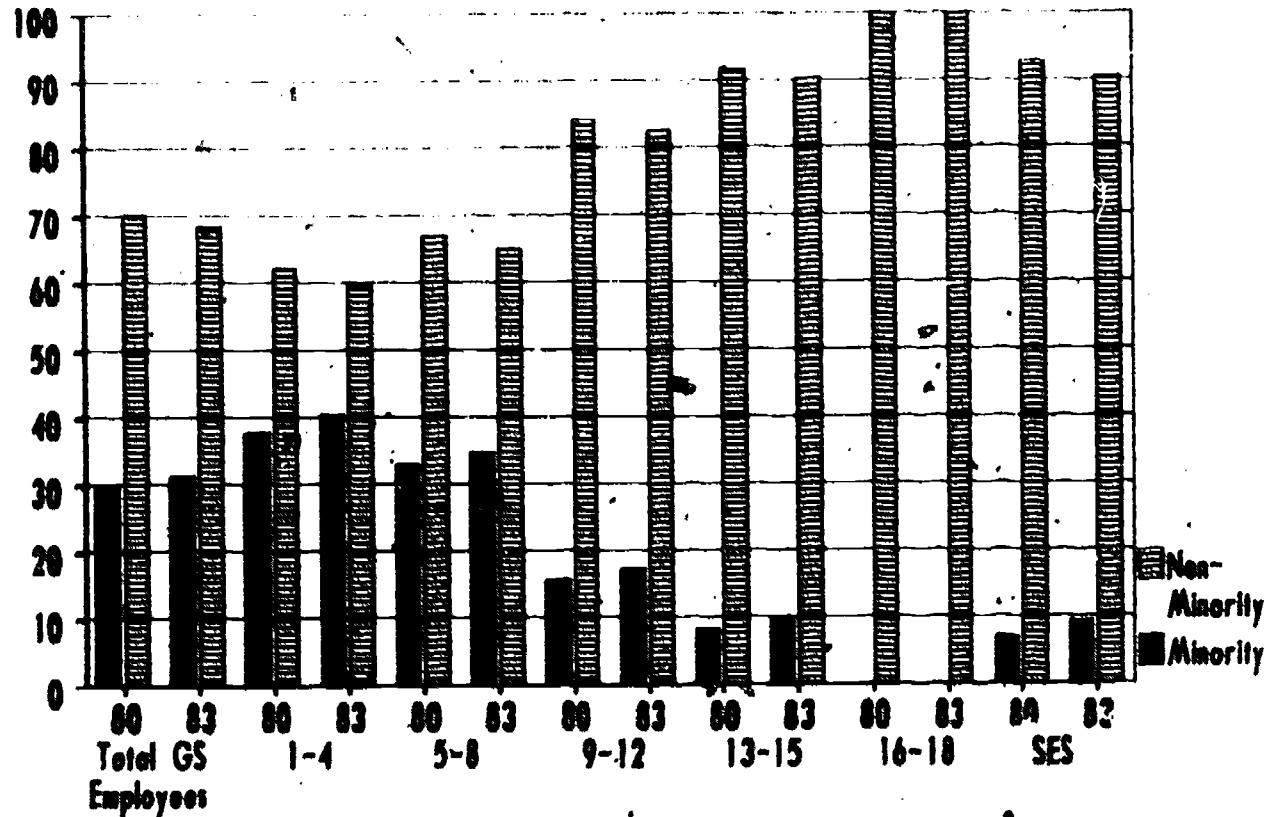
Pay System	Total Employees		Black		Hispanic		Asian American/ Pacific Islander		American Indian/ Alaskan Native		Total Minority		Total Non-Minority	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS-1	50	87	18	33	1	5	1	0	1	1	21	39	29	48
GS-2	277	568	140	134	10	15	1	3	2	42	153	192	126	196
GS-3	5365	4101	1346	1064	187	150	48	33	36	25	1617	1670	1748	2431
GS-4	8403	20826	3087	6959	450	580	73	157	63	113	3675	7789	4730	13037
SUBTOTAL	12895	28402	4891	8870	648	748	123	195	102	179	5464	9490	6631	15712
GS-5	9897	22490	3486	7251	452	503	106	238	57	109	4101	8101	5794	14389
GS-6	4132	6922	1304	2204	217	151	57	67	23	34	1641	2456	2491	4466
GS-7	4134	6812	864	1086	230	139	94	150	17	23	1205	1588	2929	6424
GS-8	1267	1166	250	212	66	34	26	11	5	6	323	263	944	903
SUBTOTAL	19428	36390	8924	10755	965	827	281	454	100	172	7270	12208	12158	24182
GS-9	5321	5053	729	778	183	129	101	172	29	10	1042	1089	4274	3964
GS-10	1273	408	141	52	38	6	9	16	6	0	194	74	1079	414
GS-11	6289	5333	632	562	189	82	124	126	21	8	866	778	5618	5655
GS-12	4466	1269	290	192	108	21	75	26	17	5	490	240	5976	1029
SUBTOTAL	17344	10143	1692	1584	518	758	309	338	73	21	2592	2181	14752	7462
GS-13	3818	671	189	80	58	10	86	15	9	2	340	107	3475	564
GS-14	1133	146	62	25	16	1	16	1	4	1	96	28	1035	117
GS-15	456	45	21	4	6	3	7	2	2	0	36	7	420	36
SUBTOTAL	5404	861	272	109	80	14	107	18	15	5	474	144	4930	717
GS-16	4	8	0	0	0	0	0	0	0	0	0	0	4	0
GS-17	2	0	0	0	0	0	0	0	0	0	0	0	2	0
GS-18	1	0	0	0	0	0	0	0	0	0	0	0	1	0
SUBTOTAL	7	0	0	0	0	0	0	0	0	0	0	0	7	0
SES	131	6	7	1	2	0	2	0	1	0	12	1	119	5
TOTAL	54409	72882	12486	21019	2213	1827	822	1005	241	375	15812	24224	38597	66578

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1988

Veterans Administration  
Minority - Non-Minority Employment Profiles  
1980 and 1983

Percent

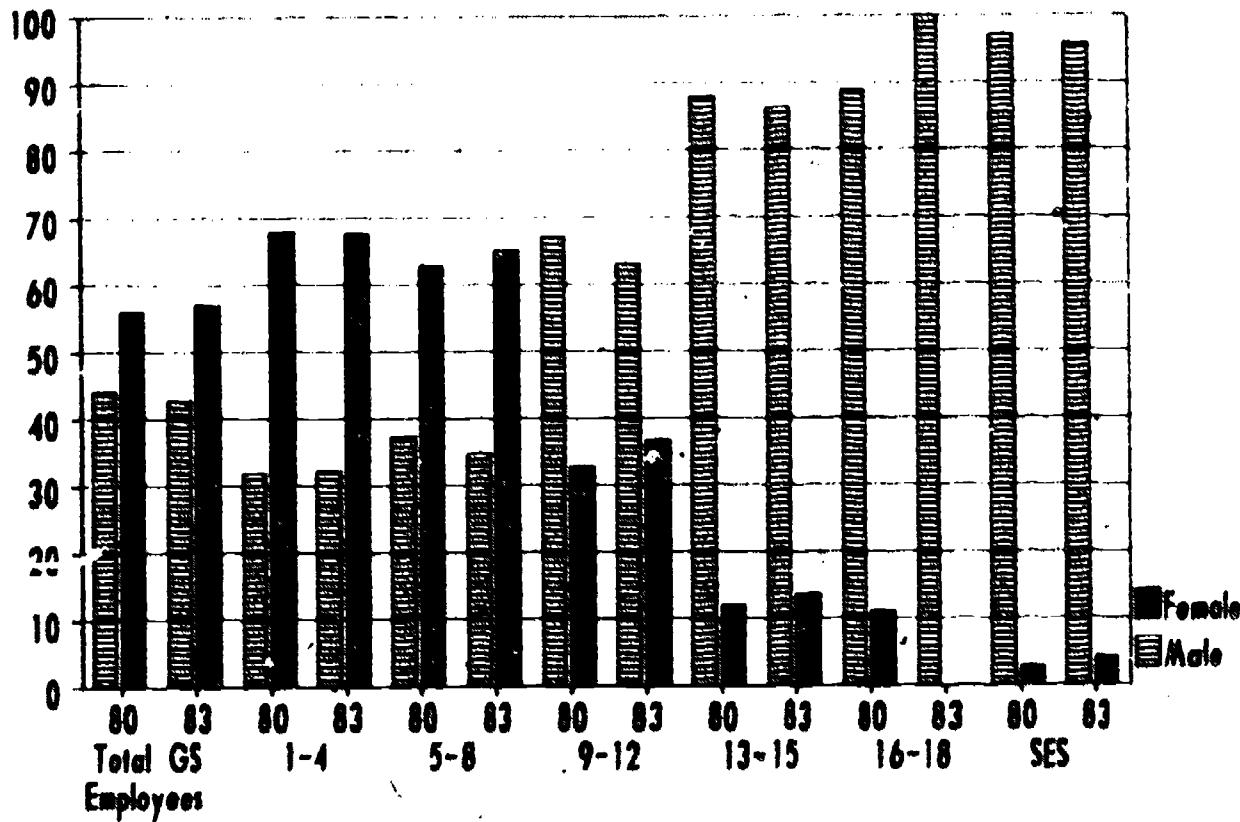


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Veterans Administration  
Male - Female Employment Profiles  
1980 and 1983

Percent



200

20%